

Overview of Survey Results

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

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| 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> | 57.3% 200 of 349 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) |
| Tina Harris' Team | Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey |

Summary of Metric results

% favorable

| Metric | Description | % favorable |
|------------------------------------------------------------|-----------------------------------------------------------|---------------|
| GP: Being a Fulfilling and Enjoyable Place to Work | | 91% 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 | |
| | ↑ Current score is higher than 2024 Employee Survey score | |
| GP: Cultivating Partnerships | | 90% favorable |
| | ↓ Current score is lower than 2023 Employee Survey score | |
| GP: Empowering People to Take Responsibility | | 90% 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 | |
| | ↑ Current score is higher than 2024 Employee Survey score | |
| GP: Promoting Innovation and Continuous Improvement | | 81% favorable |
| | ↑ Current score is higher than 2021 Employee Survey score | |
| | ↑ Current score is higher than 2024 Employee Survey score | |
| | ↓ Current score is lower than 2024 Employee Survey score | |
| GP: Providing Quality Customer Service | | 95% favorable |
| | ↑ Current score is higher than 2024 Employee Survey score | |
| | ↓ Current score is lower than 2020 Employee Survey score | |
| Management | | 93% 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 | |
| | ↑ Current score is higher than 2024 Employee Survey score | |

Survey Questions

91% 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

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

91%
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
- ↑ 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: 187 Skipped: 13 Scale: 1-5 |  88% |
| I am treated with respect and dignity.* Answered: 196 Skipped: 4 Scale: 1-5 |  93% |
| Larimer County is a safe place to work.* Answered: 195 Skipped: 5 Scale: 1-5 |  96% |
| I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 170 Skipped: 30 Scale: 1-5 |  78% |
| I can maintain a reasonable balance between my personal life and work life.* Answered: 181 Skipped: 19 Scale: 1-5 |  93% |
| I would recommend Larimer County as a good place to work.* Answered: 193 Skipped: 7 Scale: 1-5 |  93% |
| I have received the training I need to do a quality job.* Answered: 193 Skipped: 7 Scale: 1-5 |  90% |
| I have the information I need to do my job effectively.* Answered: 195 Skipped: 5 Scale: 1-5 |  93% |
| <p>*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.</p> | |
| 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: 194 Skipped: 6 Scale: 1-5 |  93% |

| | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| <p>My immediate manager/supervisor encourages two-way communication. Answered: 193 Skipped: 7 Scale: 1-5</p> |  A horizontal progress bar consisting of a grey rectangular background with a black circular marker positioned near the right end, indicating a completion rate of 94%. | 94% |
| <p>Larimer County has created an environment where all employee are supported to succeed. Answered: 186 Skipped: 14 Scale: 1-5</p> |  A horizontal progress bar consisting of a grey rectangular background with a black circular marker positioned near the right end, indicating a completion rate of 87%. | 87% |
| <p>Employees are treated with dignity and their contributions matter. Answered: 194 Skipped: 6 Scale: 1-5</p> |  A horizontal progress bar consisting of a grey rectangular background with a black circular marker positioned near the right end, indicating a completion rate of 93%. | 93% |

Individual Metric Results: 2 of 8 Metrics **GP: Being Good Stewards of Public Resources**

91%
 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
- ↑ Current score is higher than 2024 Employee Survey score

Questions that define GP: Being Good Stewards of Public Resources (3)

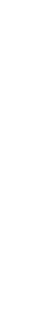
Responses

| | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----|
| We have enough employees where I work to do a quality job.* <small>Answered: 195 Skipped: 5 Scale: 1-5</small> |  | 92% |
| Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* <small>Answered: 190 Skipped: 10 Scale: 1-5</small> |  | 85% |
| I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* <small>Answered: 191 Skipped: 9 Scale: 1-5</small> |  | 95% |

*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. <small>Answered: 194 Skipped: 6 Scale: 1-5</small> |  | 93% |
| Larimer County delivers high quality services to its customers. <small>Answered: 189 Skipped: 11 Scale: 1-5</small> |  | 96% |
| I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 194 Skipped: 6 Scale: 1-5</small> |  | 98% |
| Employees in my department do well at maintaining productive partnerships. <small>Answered: 189 Skipped: 11 Scale: 1-5</small> |  | 90% |

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

90%
favorable

↓ Current score is lower than 2023 Employee Survey score

| Questions that define GP: Cultivating Partnerships (1) | Responses | |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-----|
| Employees in my department do well at maintaining productive partnerships.* Answered: 189 Skipped: 11 Scale: 1-5 | <div style="width: 90%;"><div style="width: 100%;"></div></div> | 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: Cultivating Partnerships (4) | Responses | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-----|
| I receive recognition from management when I do a good job. Answered: 177 Skipped: 23 Scale: 1-5 | <div style="width: 87%;"><div style="width: 100%;"></div></div> | 87% |
| Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 191 Skipped: 9 Scale: 1-5 | <div style="width: 95%;"><div style="width: 100%;"></div></div> | 95% |
| The amount of work expected of me is reasonable. Answered: 194 Skipped: 6 Scale: 1-5 | <div style="width: 93%;"><div style="width: 100%;"></div></div> | 93% |
| 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: 190 Skipped: 10 Scale: 1-5 | <div style="width: 85%;"><div style="width: 100%;"></div></div> | 85% |

Individual Metric Results: 4 of 8 Metrics **GP: Empowering People to Take Responsibility**

90%
 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
- ↑ 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.*

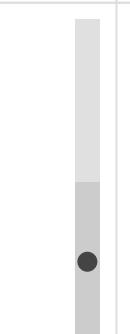
Answered: 190 Skipped: 10 Scale: 1-5



94%
 73%

I am appropriately involved in decisions that affect my work.*

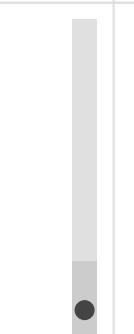
Answered: 177 Skipped: 23 Scale: 1-5



95%
 73%

Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*

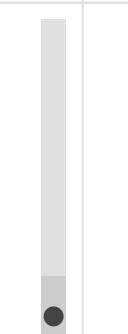
Answered: 196 Skipped: 4 Scale: 1-5



98%
 95%

I clearly understand how my own job contributes to achieving the goals of Larimer County.*

Answered: 194 Skipped: 6 Scale: 1-5



98%
 95%

*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.

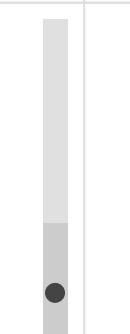
Answered: 191 Skipped: 9 Scale: 1-5



95%
 88%

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

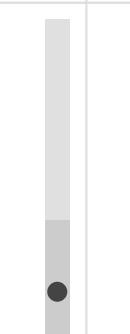
Answered: 187 Skipped: 13 Scale: 1-5



95%
 88%

My department appropriately communicates decisions or policy changes that affect my work.

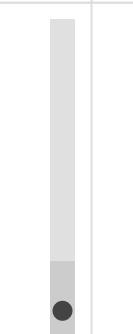
Answered: 181 Skipped: 19 Scale: 1-5



95%
 86%

I have a clear idea of what is expected of me in my job.

Answered: 195 Skipped: 5 Scale: 1-5



95%
 90%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

81%
favorable

- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score
- ↓ Current score is lower 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: 178 Skipped: 22 Scale: 1-5 | <div style="width: 80%;"><div style="width: 100%;"></div></div> | 80% |
| The work environment on my team supports the development of new and innovative ideas.* Answered: 186 Skipped: 14 Scale: 1-5 | <div style="width: 82%;"><div style="width: 100%;"></div></div> | 82% |

*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 am appropriately involved in decisions that affect my work. Answered: 177 Skipped: 23 Scale: 1-5 | <div style="width: 73%;"><div style="width: 100%;"></div></div> | 73% |
| Larimer County adapts to meet the needs of its employees. Answered: 172 Skipped: 28 Scale: 1-5 | <div style="width: 78%;"><div style="width: 100%;"></div></div> | 78% |

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

95%
favorable

↑ Current score is higher than **2024 Employee Survey** score

↓ Current score is lower than **2020 Employee Survey** score

| 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: 172 Skipped: 28 Scale: 1-5 | <div style="width: 92%;"><div style="width: 100%;"></div></div> | 92% |
| Where I work, we are knowledgeable about our customers' needs.* Answered: 177 Skipped: 23 Scale: 1-5 | <div style="width: 97%;"><div style="width: 100%;"></div></div> | 97% |

*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.

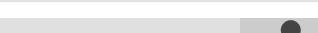
| Questions that most drive GP: Providing Quality Customer Service (4) | Responses | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-----|
| Larimer County delivers high quality services to its customers. Answered: 189 Skipped: 11 Scale: 1-5 | <div style="width: 96%;"><div style="width: 100%;"></div></div> | 96% |
| My immediate manager/supervisor encourages two-way communication. Answered: 193 Skipped: 7 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 goals of Larimer County. Answered: 194 Skipped: 6 Scale: 1-5 | <div style="width: 98%;"><div style="width: 100%;"></div></div> | 98% |
| My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 183 Skipped: 17 Scale: 1-5 | <div style="width: 86%;"><div style="width: 100%;"></div></div> | 86% |

Individual Metric Results: 7 of 8 Metrics

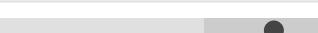
Management

93%
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
- ↑ Current score is higher than **2024 Employee Survey** score

| Questions that define Management (6) | Responses | |
|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----|
| My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 185 Skipped: 15 Scale: 1-5 |  | 91% |
| I have a clear idea of what is expected of me in my job.* Answered: 195 Skipped: 5 Scale: 1-5 |  | 95% |
| The amount of work expected of me is reasonable.* Answered: 194 Skipped: 6 Scale: 1-5 |  | 93% |
| My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 191 Skipped: 9 Scale: 1-5 |  | 96% |
| I receive recognition from management when I do a good job.* Answered: 177 Skipped: 23 Scale: 1-5 |  | 87% |
| My immediate manager/supervisor encourages two-way communication.* Answered: 193 Skipped: 7 Scale: 1-5 |  | 94% |

*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 | |
|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----|
| Employees in my department do well at maintaining productive partnerships. Answered: 189 Skipped: 11 Scale: 1-5 |  | 90% |
| I am comfortable sharing a different opinion or concern and do so without fear. Answered: 187 Skipped: 13 Scale: 1-5 |  | 88% |
| I have the information I need to do my job effectively. Answered: 195 Skipped: 5 Scale: 1-5 |  | 93% |



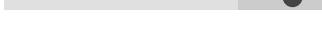
Individual Metric Results: 8 of 8 Metrics

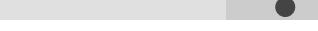
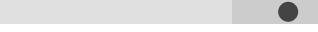
Survey Questions

91%
favorable

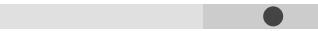
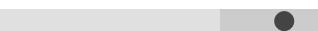
- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↑ Current score is higher than **2024 Employee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

| Questions that define Survey Questions (27) | Responses |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Larimer County fosters a culture of innovation and encourages creativity.* Answered: 178 Skipped: 22 Scale: 1-5 |  80% |
| Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 190 Skipped: 10 Scale: 1-5 |  94% |
| We have enough employees where I work to do a quality job.* Answered: 195 Skipped: 5 Scale: 1-5 |  92% |
| My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 185 Skipped: 15 Scale: 1-5 |  91% |
| 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: 190 Skipped: 10 Scale: 1-5 |  85% |
| Where I work, we are able to respond quickly to the needs of our customers.* Answered: 172 Skipped: 28 Scale: 1-5 |  92% |
| I am appropriately involved in decisions that affect my work.* Answered: 177 Skipped: 23 Scale: 1-5 |  73% |
| Where I work, we are knowledgeable about our customers' needs.* Answered: 177 Skipped: 23 Scale: 1-5 |  97% |
| Employees in my department do well at maintaining productive partnerships.* Answered: 189 Skipped: 11 Scale: 1-5 |  90% |
| I have a clear idea of what is expected of me in my job.* Answered: 195 Skipped: 5 Scale: 1-5 |  95% |

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 191 Skipped: 9 Scale: 1-5 |  95% |
| I look forward to coming to work at this company.* Answered: 187 Skipped: 13 Scale: 1-5 |  88% |
| Overall, Larimer County is a great place to work.* Answered: 194 Skipped: 6 Scale: 1-5 |  93% |
| The amount of work expected of me is reasonable.* Answered: 194 Skipped: 6 Scale: 1-5 |  93% |
| I am treated with respect and dignity.* Answered: 196 Skipped: 4 Scale: 1-5 |  93% |
| My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 191 Skipped: 9 Scale: 1-5 |  96% |
| The work environment on my team supports the development of new and innovative ideas.* Answered: 186 Skipped: 14 Scale: 1-5 |  82% |
| Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 196 Skipped: 4 Scale: 1-5 |  95% |
| I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 194 Skipped: 6 Scale: 1-5 |  98% |
| Larimer County is a safe place to work.* Answered: 195 Skipped: 5 Scale: 1-5 |  96% |
| I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 170 Skipped: 30 Scale: 1-5 |  78% |
| I can maintain a reasonable balance between my personal life and work life.* Answered: 181 Skipped: 19 Scale: 1-5 |  93% |
| I would recommend Larimer County as a good place to work.* Answered: 193 Skipped: 7 Scale: 1-5 |  93% |
| I receive recognition from management when I do a good job.* Answered: 177 Skipped: 23 Scale: 1-5 |  87% |
| I have received the training I need to do a quality job.* Answered: 193 Skipped: 7 Scale: 1-5 |  90% |

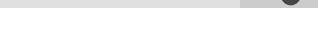
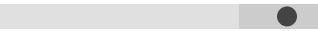
| | |
|-----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| I have the information I need to do my job effectively.* Answered: 195 Skipped: 5 Scale: 1-5 |  93% |
| My immediate manager/supervisor encourages two-way communication.* Answered: 193 Skipped: 7 Scale: 1-5 |  94% |

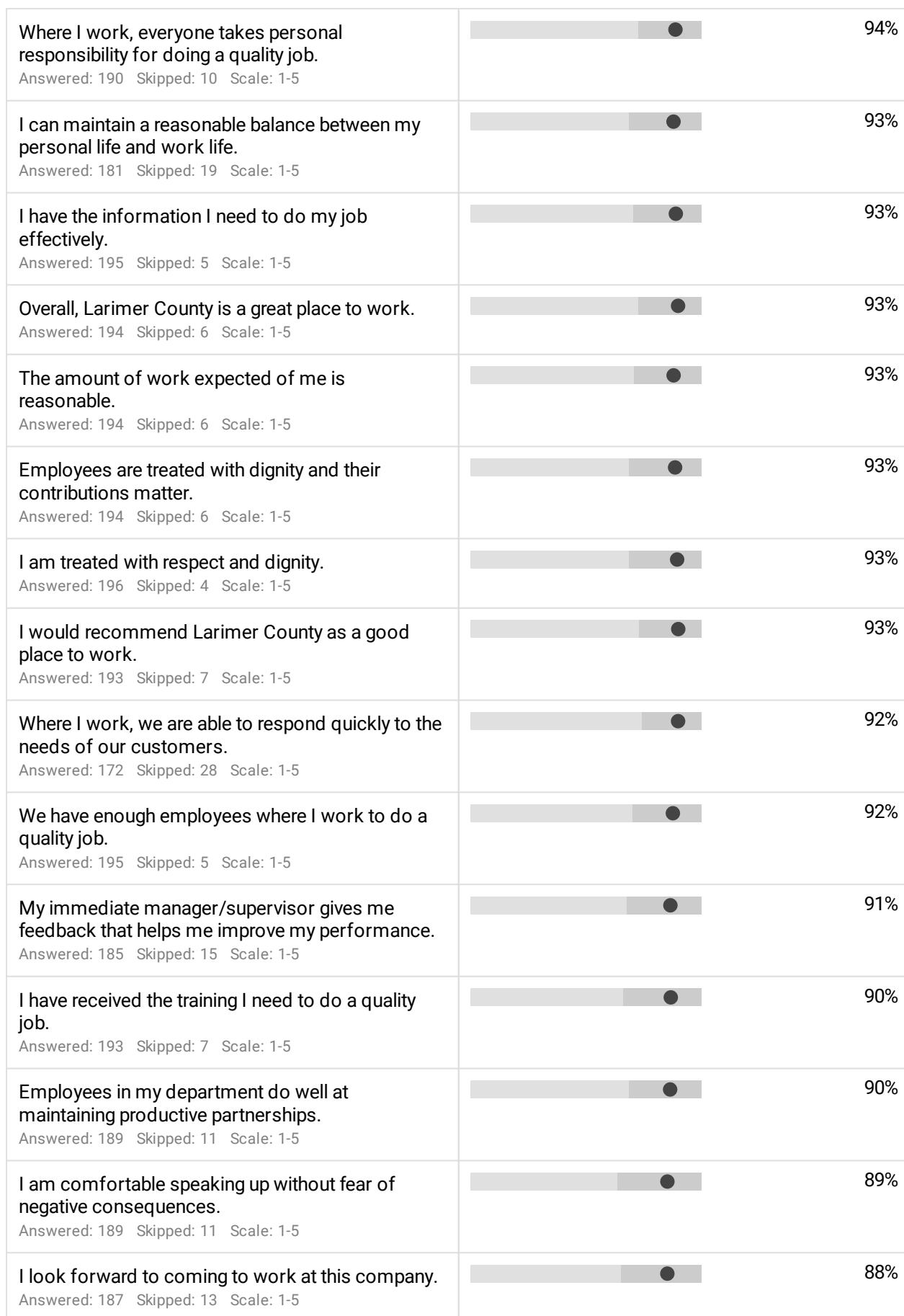
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

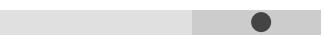
| Questions that most drive Survey Questions (4) | Responses |
|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 191 Skipped: 9 Scale: 1-5 |  95% |
| Larimer County has created an environment where all employee are supported to succeed. Answered: 186 Skipped: 14 Scale: 1-5 |  87% |
| Employees are treated with dignity and their contributions matter. Answered: 194 Skipped: 6 Scale: 1-5 |  93% |
| I am motivated to help Larimer County be successful. Answered: 193 Skipped: 7 Scale: 1-5 |  97% |

Individual Question Results

grouped by question type

| Rating questions (41) | % favorability (high to low) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 191 Skipped: 9 Scale: 1-5 |  100% |
| I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 194 Skipped: 6 Scale: 1-5 |  98% |
| I am motivated to help Larimer County be successful. Answered: 193 Skipped: 7 Scale: 1-5 |  97% |
| Where I work, we are knowledgeable about our customers' needs. Answered: 177 Skipped: 23 Scale: 1-5 |  97% |
| My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 191 Skipped: 9 Scale: 1-5 |  96% |
| Larimer County delivers high quality services to its customers. Answered: 189 Skipped: 11 Scale: 1-5 |  96% |
| Larimer County is a safe place to work. Answered: 195 Skipped: 5 Scale: 1-5 |  96% |
| Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 196 Skipped: 4 Scale: 1-5 |  95% |
| I have a clear idea of what is expected of me in my job. Answered: 195 Skipped: 5 Scale: 1-5 |  95% |
| I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 191 Skipped: 9 Scale: 1-5 |  95% |
| Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 191 Skipped: 9 Scale: 1-5 |  95% |
| My immediate manager/supervisor encourages two-way communication. Answered: 193 Skipped: 7 Scale: 1-5 |  94% |



| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| I feel my department listens to my concerns and tries to act on solutions. Answered: 187 Skipped: 13 Scale: 1-5 |  88% |
| I am comfortable sharing a different opinion or concern and do so without fear. Answered: 187 Skipped: 13 Scale: 1-5 |  88% |
| I receive recognition from management when I do a good job. Answered: 177 Skipped: 23 Scale: 1-5 |  87% |
| Larimer County has created an environment where all employee are supported to succeed. Answered: 186 Skipped: 14 Scale: 1-5 |  87% |
| My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 183 Skipped: 17 Scale: 1-5 |  86% |
| My department appropriately communicates decisions or policy changes that affect my work. Answered: 181 Skipped: 19 Scale: 1-5 |  86% |
| 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: 190 Skipped: 10 Scale: 1-5 |  85% |
| I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 185 Skipped: 15 Scale: 1-5 |  82% |
| The work environment on my team supports the development of new and innovative ideas. Answered: 186 Skipped: 14 Scale: 1-5 |  82% |
| Larimer County fosters a culture of innovation and encourages creativity. Answered: 178 Skipped: 22 Scale: 1-5 |  80% |
| Larimer County adapts to meet the needs of it's employees. Answered: 172 Skipped: 28 Scale: 1-5 |  78% |
| I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 170 Skipped: 30 Scale: 1-5 |  78% |
| I am appropriately involved in decisions that affect my work. Answered: 177 Skipped: 23 Scale: 1-5 |  73% |
| The different departments and elected offices within Larimer County collaborate effectively. Answered: 165 Skipped: 35 Scale: 1-5 |  70% |

| Open-ended questions (4) | Responses |
|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Overall, do you have any general comments about your department? Answered: 87 Skipped: 113 | 68 EPS Promoters (60%) are talking about Meaningful Work (6) Management (5) Detractors (11%) |
| What do you think your department could improve on? Answered: 80 Skipped: 120 | 2 EPS Promoters (28%) are talking about Training and Learning Opportunities (4) Detractors (26%) are talking about Training and Learning Opportunities (6) Communication (3) Management (3) |
| What do you think your department is doing well? Answered: 101 Skipped: 99 | 90 EPS Promoters (56%) are talking about Communication (15) Teamwork (5) Customer Focus (4) Transparency (4) Compensation and Benefits (3) Detractors (3%) |
| Overall, do you have any general comments about Larimer County as an employer? Answered: 89 Skipped: 111 | 57 EPS Promoters (45%) are talking about Compensation and Benefits (4) Teamwork (3) Detractors (12%) are talking about Compensation and Benefits (4) |