

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>	74.3% 104 of 140 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)
Alexis Ongley's 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

GP: Being a Fulfilling and Enjoyable Place to Work	75% favorable
↳ Current score is lower than 2020 Employee Survey score	
GP: Being Good Stewards of Public Resources	62% favorable
↳ Current score is lower than 2019 Employee Survey score	
GP: Cultivating Partnerships	68% favorable
↳ Current score is lower than 2021 Employee Survey score	
GP: Empowering People to Take Responsibility	68% favorable
GP: Promoting Innovation and Continuous Improvement	73% favorable
GP: Providing Quality Customer Service	88% favorable
Management	77% favorable
Survey Questions	74% favorable
↳ Current score is higher than 2023 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

75%
favorable

↓ Current score is lower than 2020 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: 104 Skipped: 0 Scale: 1-5	 62%	
I am treated with respect and dignity.* Answered: 104 Skipped: 0 Scale: 1-5	 81%	
Larimer County is a safe place to work.* Answered: 104 Skipped: 0 Scale: 1-5	 80%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 101 Skipped: 3 Scale: 1-5	 60%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 104 Skipped: 0 Scale: 1-5	 63%	
I would recommend Larimer County as a good place to work.* Answered: 104 Skipped: 0 Scale: 1-5	 83%	
I have received the training I need to do a quality job.* Answered: 103 Skipped: 1 Scale: 1-5	 88%	
I have the information I need to do my job effectively.* Answered: 104 Skipped: 0 Scale: 1-5	 86%	

*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: 104 Skipped: 0 Scale: 1-5	 87%	
Employees are treated with dignity and their contributions matter. Answered: 104 Skipped: 0 Scale: 1-5	 71%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 104 Skipped: 0 Scale: 1-5	 61%	



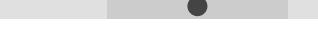
Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

62%
favorable

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: 104 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 57% of the responses.	57%
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: 104 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The third segment from the left is filled black, representing 44% of the responses.	44%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The second segment from the left is filled black, representing 84% of the responses.	84%

*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: 104 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 66% of the responses.	66%
I have the information I need to do my job effectively. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The third segment from the left is filled black, representing 86% of the responses.	86%
I am appropriately involved in decisions that affect my work. Answered: 103 Skipped: 1 Scale: 1-5	 A horizontal bar divided into five equal segments. The second segment from the left is filled black, representing 55% of the responses.	55%
I can maintain a reasonable balance between my personal life and work life. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The second segment from the left is filled black, representing 63% of the responses.	63%

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

↓ Current score is lower than 2019 Employee Survey score

↓ Current score is lower than 2021 Employee Survey score

68%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>

Questions that most drive GP: Cultivating Partnerships (4)	Responses
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>	 <p>51%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>	 <p>72%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>	 <p>94%</p>
<p>Employees are treated with dignity and their contributions matter.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>	 <p>71%</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.

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

68%
favorable

Questions that define GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black, indicating the midpoint of the 1-5 scale.	51%
I am appropriately involved in decisions that affect my work.* Answered: 103 Skipped: 1 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	55%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	70%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	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 GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	72%
I am treated with respect and dignity. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	81%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 103 Skipped: 1 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	60%
I look forward to coming to work at this company. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	62%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

73%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 104 Skipped: 0 Scale: 1-5		70%
The work environment on my team supports the development of new and innovative ideas.* Answered: 104 Skipped: 0 Scale: 1-5		76%

*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: 104 Skipped: 0 Scale: 1-5		62%
Larimer County has created an environment where all employee are supported to succeed. Answered: 104 Skipped: 0 Scale: 1-5		61%

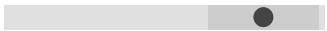
Individual Metric Results: 6 of 8 Metrics

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: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black, indicating the percentage of responses.	83%
Where I work, we are knowledgeable about our customers' needs.* Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	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 GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 103 Skipped: 1 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	91%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	94%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	72%
Employees in my department do well at maintaining productive partnerships. Answered: 104 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. The fourth segment from the left is filled black.	68%

Individual Metric Results: 7 of 8 Metrics

Management

77%
favorable

Questions that define Management (6)	Responses	
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		82%
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		93%
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		66%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		78%
<p>I receive recognition from management when I do a good job.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		59%
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		86%

*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.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		74%
<p>I have the information I need to do my job effectively.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		86%
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		62%
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		76%

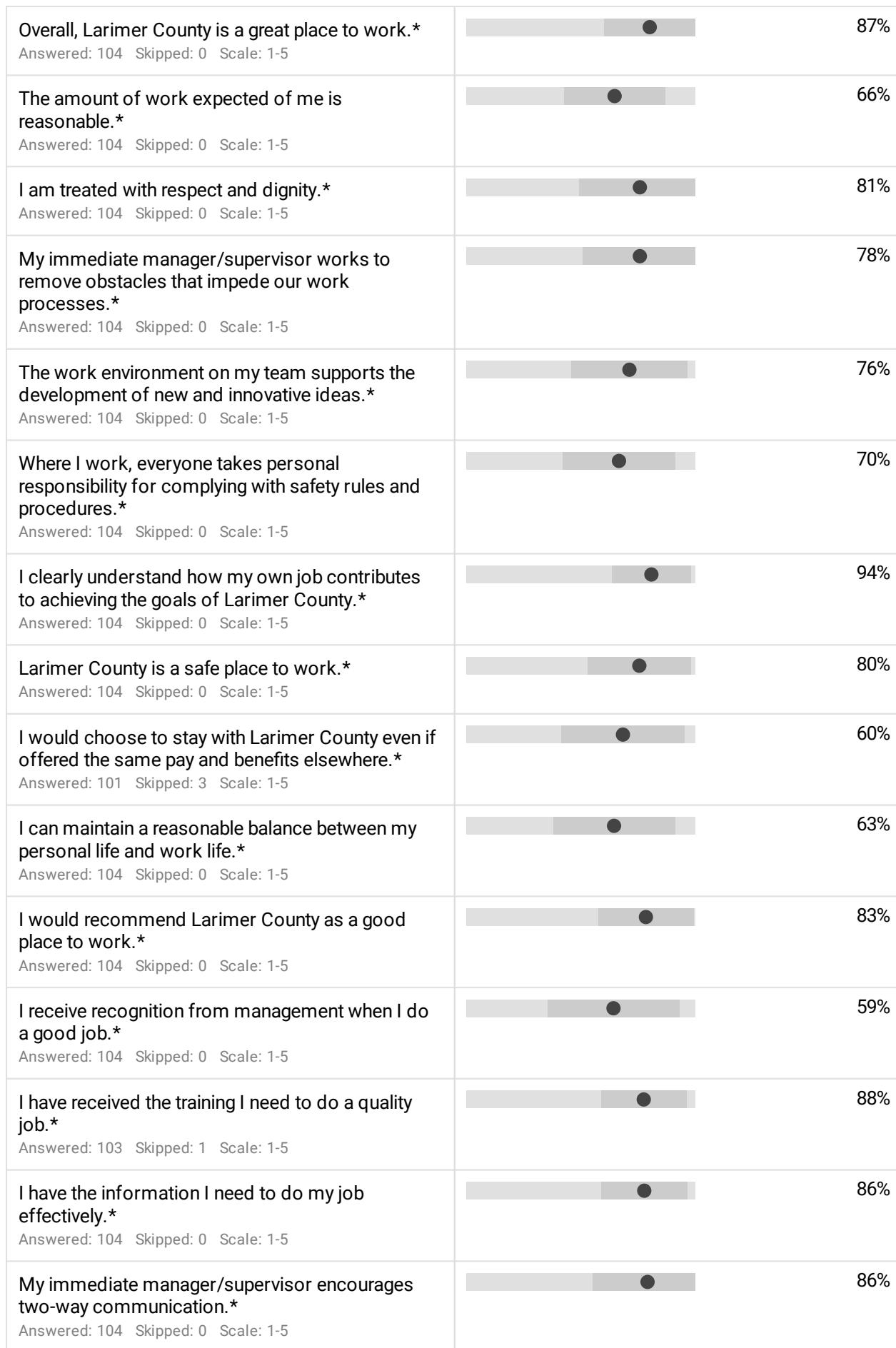
Individual Metric Results: 8 of 8 Metrics

Survey Questions

74%
favorable

↑ Current score is higher than 2023 Employee Survey score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 104 Skipped: 0 Scale: 1-5	 70%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 104 Skipped: 0 Scale: 1-5	 51%
We have enough employees where I work to do a quality job.* Answered: 104 Skipped: 0 Scale: 1-5	 57%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 104 Skipped: 0 Scale: 1-5	 82%
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: 104 Skipped: 0 Scale: 1-5	 44%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 104 Skipped: 0 Scale: 1-5	 83%
I am appropriately involved in decisions that affect my work.* Answered: 103 Skipped: 1 Scale: 1-5	 55%
Where I work, we are knowledgeable about our customers' needs.* Answered: 104 Skipped: 0 Scale: 1-5	 94%
Employees in my department do well at maintaining productive partnerships.* Answered: 104 Skipped: 0 Scale: 1-5	 68%
I have a clear idea of what is expected of me in my job.* Answered: 104 Skipped: 0 Scale: 1-5	 93%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 104 Skipped: 0 Scale: 1-5	 84%
I look forward to coming to work at this company.* Answered: 104 Skipped: 0 Scale: 1-5	 62%



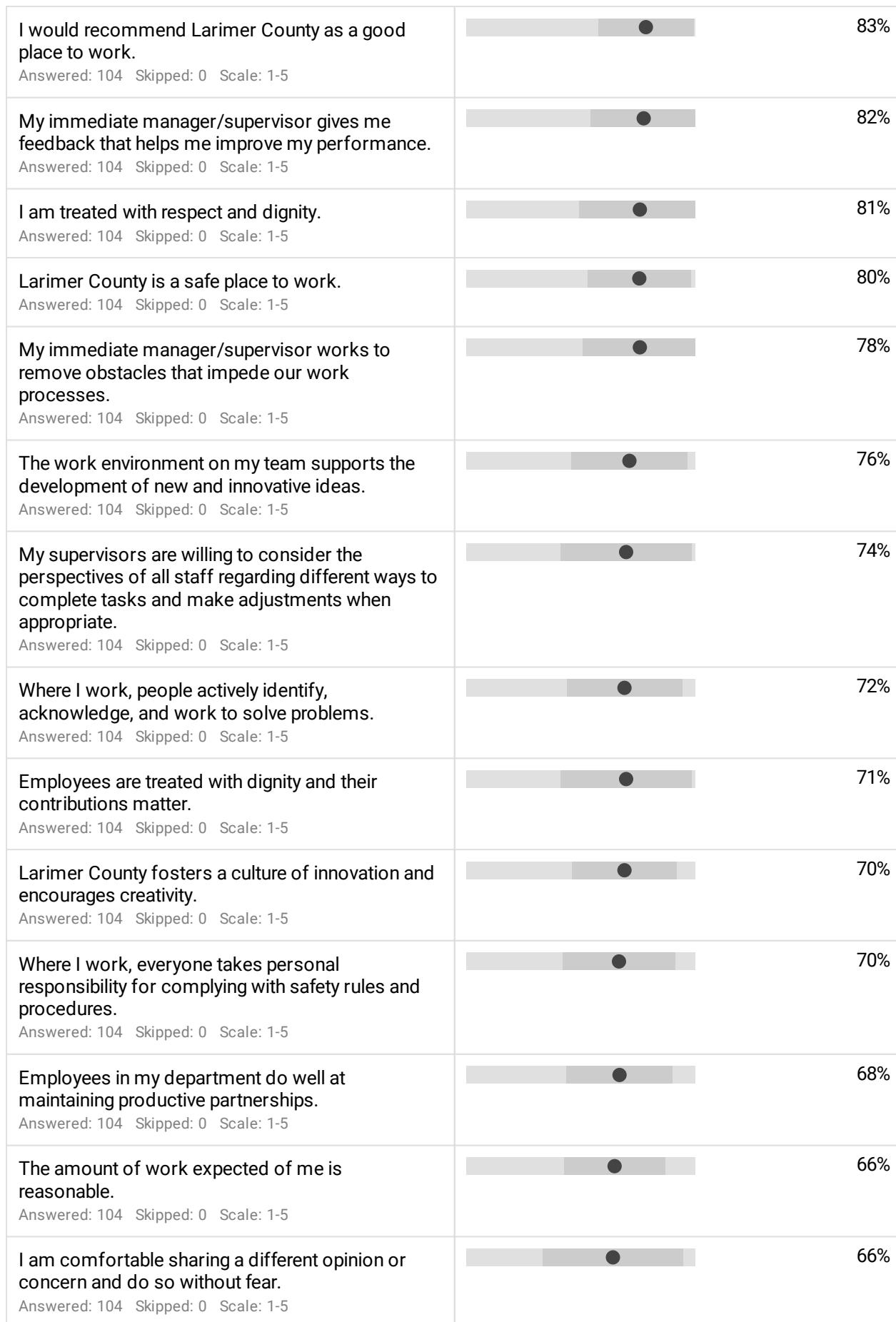
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Survey Questions (4)	Responses
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 104 Skipped: 0 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: flex-end;"><div style="flex-grow: 1; background-color: #e0e0e0; width: 150px; height: 10px; position: relative;"><div style="width: 72%; height: 100%; background-color: #333; position: absolute; left: 0; top: 0;"></div></div>72%</div>
I feel my department listens to my concerns and tries to act on solutions. Answered: 104 Skipped: 0 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: flex-end;"><div style="flex-grow: 1; background-color: #e0e0e0; width: 150px; height: 10px; position: relative;"><div style="width: 62%; height: 100%; background-color: #333; position: absolute; left: 0; top: 0;"></div></div>62%</div>
I am motivated to help Larimer County be successful. Answered: 104 Skipped: 0 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: flex-end;"><div style="flex-grow: 1; background-color: #e0e0e0; width: 150px; height: 10px; position: relative;"><div style="width: 88%; height: 100%; background-color: #333; position: absolute; left: 0; top: 0;"></div></div>88%</div>
Employees are treated with dignity and their contributions matter. Answered: 104 Skipped: 0 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: flex-end;"><div style="flex-grow: 1; background-color: #e0e0e0; width: 150px; height: 10px; position: relative;"><div style="width: 71%; height: 100%; background-color: #333; position: absolute; left: 0; top: 0;"></div></div>71%</div>

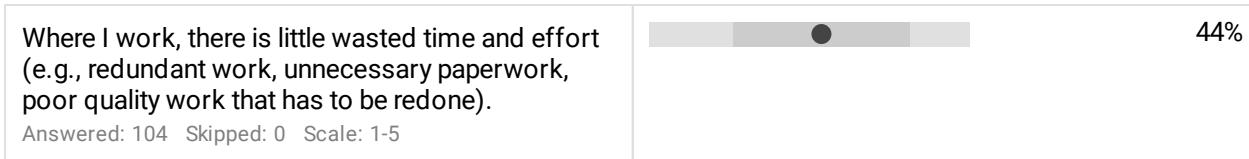
Individual Question Results

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: 103 Skipped: 1 Scale: 1-5	 95%
Where I work, we are knowledgeable about our customers' needs. Answered: 104 Skipped: 0 Scale: 1-5	 94%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 104 Skipped: 0 Scale: 1-5	 94%
I have a clear idea of what is expected of me in my job. Answered: 104 Skipped: 0 Scale: 1-5	 93%
Larimer County delivers high quality services to its customers. Answered: 103 Skipped: 1 Scale: 1-5	 91%
I have received the training I need to do a quality job. Answered: 103 Skipped: 1 Scale: 1-5	 88%
I am motivated to help Larimer County be successful. Answered: 104 Skipped: 0 Scale: 1-5	 88%
Overall, Larimer County is a great place to work. Answered: 104 Skipped: 0 Scale: 1-5	 87%
I have the information I need to do my job effectively. Answered: 104 Skipped: 0 Scale: 1-5	 86%
My immediate manager/supervisor encourages two-way communication. Answered: 104 Skipped: 0 Scale: 1-5	 86%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 104 Skipped: 0 Scale: 1-5	 84%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 104 Skipped: 0 Scale: 1-5	 83%



<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		63%
<p>I look forward to coming to work at this company.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		62%
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		62%
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 103 Skipped: 1 Scale: 1-5</p>		61%
<p>Larimer County has created an environment where all employee are supported to succeed.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		61%
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 101 Skipped: 3 Scale: 1-5</p>		60%
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 103 Skipped: 1 Scale: 1-5</p>		60%
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		59%
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		57%
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		57%
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 102 Skipped: 2 Scale: 1-5</p>		56%
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 103 Skipped: 1 Scale: 1-5</p>		55%
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		51%
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		51%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 48 Skipped: 56	-24 EPS Promoters (23%) Detractors (38%) are talking about Compensation and Benefits (5) Meaningful Work (3)
What do you think your department could improve on? Answered: 61 Skipped: 43	-70 EPS Promoters (8%) Detractors (46%) are talking about Communication (8) Accountability and Responsibility (5) Compensation and Benefits (3) Senior Leadership (3) Teamwork (3)
What do you think your department is doing well? Answered: 61 Skipped: 43	95 EPS Promoters (67%) are talking about Communication (9) Company Brand (4) Innovation (4) Teamwork (4) Compensation and Benefits (3) Detractors (2%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 47 Skipped: 57	35 EPS Promoters (45%) are talking about Compensation and Benefits (10) Detractors (21%)