Overview of Survey Results

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

Survey description

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!

Response group

Ken Cooper's Team

Participation rate

77.1%

27 of 35 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

Benchmarks (6)

Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey

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Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	85% favorable
GP: Being Good Stewards of Public Resources	86% favorable
GP: Cultivating Partnerships	85% favorable
GP: Empowering People to Take Responsibility	83% favorable
GP: Promoting Innovation and Continuous Improvement	81% favorable
GP: Providing Quality Customer Service	98% favorable
Management	83% favorable
Survey Questions	85% favorable

↑ Current score is higher than **2020 Employee Survey** score

↑ Current score is higher than **2021 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.

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Individual Metric Results: 1 of 8 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work

85% favorable

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: 27 Skipped: 0 Scale: 1-5	74%
I am treated with respect and dignity.* Answered: 27 Skipped: 0 Scale: 1-5	74%
Larimer County is a safe place to work.* Answered: 27 Skipped: 0 Scale: 1-5	85%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 27 Skipped: 0 Scale: 1-5	85%
I can maintain a reasonable balance between my personal life and work life.* Answered: 27 Skipped: 0 Scale: 1-5	93%
I would recommend Larimer County as a good place to work.* Answered: 27 Skipped: 0 Scale: 1-5	89%
I have received the training I need to do a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	85%
I have the information I need to do my job effectively.* Answered: 26 Skipped: 1 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 a Fulfilling and Enjoyable Place to Work (4)	Responses
Overall, Larimer County is a great place to work. Answered: 27 Skipped: 0 Scale: 1-5	89%
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5	74%
Larimer County has created an environment where all employee are supported to succeed. Answered: 27 Skipped: 0 Scale: 1-5	70%

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I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 27 Skipped: 0 Scale: 1-5		93%

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Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

86% 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: 27 Skipped: 0 Scale: 1-5	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: 27 Skipped: 0 Scale: 1-5	74%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 27 Skipped: 0 Scale: 1-5	93%

*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: 27 Skipped: 0 Scale: 1-5	81%
I have the information I need to do my job effectively. Answered: 26 Skipped: 1 Scale: 1-5	96%
I am appropriately involved in decisions that affect my work. Answered: 27 Skipped: 0 Scale: 1-5	74%
I can maintain a reasonable balance between my personal life and work life. Answered: 27 Skipped: 0 Scale: 1-5	93%

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Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

85% favorable

Questions that define GP: Cultivating Partnerships (1)	Responses
Employees in my department do well at maintaining productive partnerships.* Answered: 27 Skipped: 0 Scale: 1-5	85%

*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: 27 Skipped: 0 Scale: 1-5	81%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 27 Skipped: 0 Scale: 1-5	85%
Where I work, we are knowledgeable about our customers' needs. Answered: 27 Skipped: 0 Scale: 1-5	96%
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5	74%

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Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

83% 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: 27 Skipped: 0 Scale: 1-5	81%
I am appropriately involved in decisions that affect my work.* Answered: 27 Skipped: 0 Scale: 1-5	74%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 27 Skipped: 0 Scale: 1-5	78%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 27 Skipped: 0 Scale: 1-5	100%

*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: 27 Skipped: 0 Scale: 1-5	85%
I am treated with respect and dignity. Answered: 27 Skipped: 0 Scale: 1-5	74%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 27 Skipped: 0 Scale: 1-5	67%
I look forward to coming to work at this company. Answered: 27 Skipped: 0 Scale: 1-5	74%

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Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

81% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 27 Skipped: 0 Scale: 1-5	78%
The work environment on my team supports the development of new and innovative ideas.* Answered: 27 Skipped: 0 Scale: 1-5	85%

*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: 27 Skipped: 0 Scale: 1-5	70%
Larimer County has created an environment where all employee are supported to succeed. Answered: 27 Skipped: 0 Scale: 1-5	70%

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Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

98% 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: 27 Skipped: 0 Scale: 1-5	100%
Where I work, we are knowledgeable about our customers' needs.* Answered: 27 Skipped: 0 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: Providing Quality Customer Service (4)	Responses
Larimer County delivers high quality services to it's customers. Answered: 27 Skipped: 0 Scale: 1-5	96%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 27 Skipped: 0 Scale: 1-5	100%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 27 Skipped: 0 Scale: 1-5	85%
Employees in my department do well at maintaining productive partnerships. Answered: 27 Skipped: 0 Scale: 1-5	85%

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Individual Metric Results: 7 of 8 Metrics

Management

83% favorable

Questions that define Management (6)	Responses
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 26 Skipped: 1 Scale: 1-5	81%
I have a clear idea of what is expected of me in my job.* Answered: 27 Skipped: 0 Scale: 1-5	93%
The amount of work expected of me is reasonable.* Answered: 27 Skipped: 0 Scale: 1-5	81%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 27 Skipped: 0 Scale: 1-5	81%
I receive recognition from management when I do a good job.* Answered: 26 Skipped: 1 Scale: 1-5	85%
My immediate manager/supervisor encourages two-way communication.* Answered: 27 Skipped: 0 Scale: 1-5	74%

*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
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 27 Skipped: 0 Scale: 1-5	70%
I have the information I need to do my job effectively. Answered: 26 Skipped: 1 Scale: 1-5	96%
I feel my department listens to my concerns and tries to act on solutions. Answered: 27 Skipped: 0 Scale: 1-5	70%
The work environment on my team supports the development of new and innovative ideas. Answered: 27 Skipped: 0 Scale: 1-5	85%

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Individual Metric Results: 8 of 8 Metrics

Survey Questions

85% favorable

↑ Current score is higher than **2020 Employee Survey** score

↑ Current score is higher than **2021 Employee Survey** score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 27 Skipped: 0 Scale: 1-5	78%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	81%
We have enough employees where I work to do a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	93%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 26 Skipped: 1 Scale: 1-5	81%
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: 27 Skipped: 0 Scale: 1-5	74%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 27 Skipped: 0 Scale: 1-5	100%
I am appropriately involved in decisions that affect my work.* Answered: 27 Skipped: 0 Scale: 1-5	74%
Where I work, we are knowledgeable about our customers' needs.* Answered: 27 Skipped: 0 Scale: 1-5	96%
Employees in my department do well at maintaining productive partnerships.* Answered: 27 Skipped: 0 Scale: 1-5	85%
I have a clear idea of what is expected of me in my job.* Answered: 27 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: 27 Skipped: 0 Scale: 1-5	93%

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I look forward to coming to work at this company.* Answered: 27 Skipped: 0 Scale: 1-5	74%
Overall, Larimer County is a great place to work.* Answered: 27 Skipped: 0 Scale: 1-5	89%
The amount of work expected of me is reasonable.* Answered: 27 Skipped: 0 Scale: 1-5	81%
I am treated with respect and dignity.* Answered: 27 Skipped: 0 Scale: 1-5	74%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 27 Skipped: 0 Scale: 1-5	81%
The work environment on my team supports the development of new and innovative ideas.* Answered: 27 Skipped: 0 Scale: 1-5	85%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 27 Skipped: 0 Scale: 1-5	78%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 27 Skipped: 0 Scale: 1-5	100%
Larimer County is a safe place to work.* Answered: 27 Skipped: 0 Scale: 1-5	85%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 27 Skipped: 0 Scale: 1-5	85%
I can maintain a reasonable balance between my personal life and work life.* Answered: 27 Skipped: 0 Scale: 1-5	93%
I would recommend Larimer County as a good place to work.* Answered: 27 Skipped: 0 Scale: 1-5	89%
I receive recognition from management when I do a good job.* Answered: 26 Skipped: 1 Scale: 1-5	85%
I have received the training I need to do a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	85%
I have the information I need to do my job effectively.* Answered: 26 Skipped: 1 Scale: 1-5	96%

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My immediate manager/supervisor encourages two-way communication.* Answered: 27 Skipped: 0 Scale: 1-5	74%

*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: 27 Skipped: 0 Scale: 1-5	85%
I feel my department listens to my concerns and tries to act on solutions. Answered: 27 Skipped: 0 Scale: 1-5	70%
I am motivated to help Larimer County be successful. Answered: 27 Skipped: 0 Scale: 1-5	93%
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5	74%

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Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Where I work, we are able to respond quickly to the needs of our customers. Answered: 27 Skipped: 0 Scale: 1-5	100%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 27 Skipped: 0 Scale: 1-5	100%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 27 Skipped: 0 Scale: 1-5	100%
Where I work, we are knowledgeable about our customers' needs. Answered: 27 Skipped: 0 Scale: 1-5	96%
Larimer County delivers high quality services to it's customers. Answered: 27 Skipped: 0 Scale: 1-5	96%
I have the information I need to do my job effectively. Answered: 26 Skipped: 1 Scale: 1-5	96%
We have enough employees where I work to do a quality job. Answered: 27 Skipped: 0 Scale: 1-5	93%
I have a clear idea of what is expected of me in my job. Answered: 27 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: 27 Skipped: 0 Scale: 1-5	93%
I can maintain a reasonable balance between my personal life and work life. Answered: 27 Skipped: 0 Scale: 1-5	93%
I am motivated to help Larimer County be successful. Answered: 27 Skipped: 0 Scale: 1-5	93%
Overall, Larimer County is a great place to work. Answered: 27 Skipped: 0 Scale: 1-5	89%

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I would recommend Larimer County as a good place to work. Answered: 27 Skipped: 0 Scale: 1-5	89%
Employees in my department do well at maintaining productive partnerships. Answered: 27 Skipped: 0 Scale: 1-5	85%
The work environment on my team supports the development of new and innovative ideas. Answered: 27 Skipped: 0 Scale: 1-5	85%
Larimer County is a safe place to work. Answered: 27 Skipped: 0 Scale: 1-5	85%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 27 Skipped: 0 Scale: 1-5	85%
I have received the training I need to do a quality job. Answered: 27 Skipped: 0 Scale: 1-5	85%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 27 Skipped: 0 Scale: 1-5	85%
Larimer County adapts to meet the needs of it's employees. Answered: 27 Skipped: 0 Scale: 1-5	85%
I receive recognition from management when I do a good job. Answered: 26 Skipped: 1 Scale: 1-5	85%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 27 Skipped: 0 Scale: 1-5	81%
The amount of work expected of me is reasonable. Answered: 27 Skipped: 0 Scale: 1-5	81%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 27 Skipped: 0 Scale: 1-5	81%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 26 Skipped: 1 Scale: 1-5	81%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 27 Skipped: 0 Scale: 1-5	78%

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Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 27 Skipped: 0 Scale: 1-5		78%
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: 27 Skipped: 0 Scale: 1-5		74%
I am appropriately involved in decisions that affect my work. Answered: 27 Skipped: 0 Scale: 1-5		74%
I look forward to coming to work at this company. Answered: 27 Skipped: 0 Scale: 1-5		74%
I am treated with respect and dignity. Answered: 27 Skipped: 0 Scale: 1-5		74%
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5		74%
My immediate manager/supervisor encourages two-way communication. Answered: 27 Skipped: 0 Scale: 1-5		74%
I feel my department listens to my concerns and tries to act on solutions. Answered: 27 Skipped: 0 Scale: 1-5		70%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 27 Skipped: 0 Scale: 1-5		70%
I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 27 Skipped: 0 Scale: 1-5		70%
The different departments and elected offices within Larimer County collaborate effectively. Answered: 27 Skipped: 0 Scale: 1-5		70%
Larimer County has created an environment where all employee are supported to succeed. Answered: 27 Skipped: 0 Scale: 1-5		70%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 27 Skipped: 0 Scale: 1-5		67%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 27 Skipped: 0 Scale: 1-5		67%

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I am comfortable speaking up without fear of negative consequences. Answered: 27 Skipped: 0 Scale: 1-5	59%

Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 15 Skipped: 12	27 EPS **Promoters** (47%) are talking about Meaningful Work (3) Teamwork (3) **Detractors** (27%)
What do you think your department could improve on? Answered: 18 Skipped: 9	-43 EPS **Promoters** (11%) **Detractors** (28%) are talking about Communication (4)
What do you think your department is doing well? Answered: 17 Skipped: 10	100 EPS **Promoters** (41%) are talking about Communication (3)
Overall, do you have any general comments about Larimer County as an employer? Answered: 18 Skipped: 9	54 EPS **Promoters** (56%) **Detractors** (17%)

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