

# Overview of Survey Results

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

<b>Survey description</b>	<b>Participation rate</b>
<p><b>The 2025 Employee Survey has been extended to Monday, December 1, 2025.</b> 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 <a href="#">Jennifer Glover</a> or <a href="#">Marcy Hamilton</a>. We greatly appreciate your participation and honest feedback!</p>	72.1% 281 of 390 participants have completed the survey
<b>As of</b>	
	Dec 04, 2025, 09:57 PM MST
	Results are grouped based on information in the Employee Directory as of this date
<b>Response group</b>	<b>Benchmarks (6)</b>
Heather OHayre's Team	<b>Historical Trend:</b> 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey

## Summary of Metric results

% favorable

Metric	Score	Legend
GP: Being a Fulfilling and Enjoyable Place to Work	78% favorable	Current score is higher than 2019 Employee Survey score Current score is lower than 2023 Employee Survey score Current score is lower than 2024 Employee Survey score Current score is lower than 2024 Employee Survey score
GP: Being Good Stewards of Public Resources	60% favorable	Current score is higher than 2019 Employee Survey score
GP: Cultivating Partnerships	78% favorable	
GP: Empowering People to Take Responsibility	75% favorable	
GP: Promoting Innovation and Continuous Improvement	74% favorable	
GP: Providing Quality Customer Service	84% favorable	Current score is higher than 2019 Employee Survey score
Management	79% favorable	Current score is higher than 2019 Employee Survey score Current score is lower than 2022 Employee Survey score Current score is lower than 2023 Employee Survey score Current score is lower than 2024 Employee Survey score Current score is lower than 2024 Employee Survey score
Survey Questions	76% favorable	Current score is lower than 2021 Employee Survey score Current score is lower than 2022 Employee Survey score Current score is lower than 2023 Employee Survey score Current score is lower 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

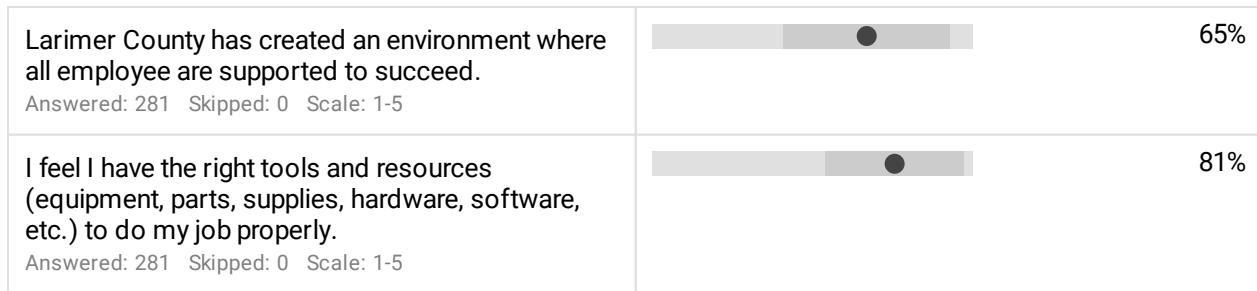
78%  
favorable

- ↑ Current score is higher than **2019 Employee Survey** score
- ↓ Current score is lower than **2023 Employee Survey** score
- ↓ Current score is lower than **2024 Employee Survey** score
- ↓ Current score is lower 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: 280 Skipped: 1 Scale: 1-5	<div style="width: 71%;"><div style="width: 100%;"><div style="width: 71%;"></div></div></div>	71%
I am treated with respect and dignity.* Answered: 279 Skipped: 2 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"><div style="width: 81%;"></div></div></div>	81%
Larimer County is a safe place to work.* Answered: 279 Skipped: 2 Scale: 1-5	<div style="width: 85%;"><div style="width: 100%;"><div style="width: 85%;"></div></div></div>	85%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 281 Skipped: 0 Scale: 1-5	<div style="width: 64%;"><div style="width: 100%;"><div style="width: 64%;"></div></div></div>	64%
I can maintain a reasonable balance between my personal life and work life.* Answered: 280 Skipped: 1 Scale: 1-5	<div style="width: 79%;"><div style="width: 100%;"><div style="width: 79%;"></div></div></div>	79%
I would recommend Larimer County as a good place to work.* Answered: 280 Skipped: 1 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div>	80%
I have received the training I need to do a quality job.* Answered: 280 Skipped: 1 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div>	80%
I have the information I need to do my job effectively.* Answered: 281 Skipped: 0 Scale: 1-5	<div style="width: 83%;"><div style="width: 100%;"><div style="width: 83%;"></div></div></div>	83%

\*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: 278 Skipped: 3 Scale: 1-5	<div style="width: 82%;"><div style="width: 100%;"><div style="width: 82%;"></div></div></div>	82%
Employees are treated with dignity and their contributions matter. Answered: 281 Skipped: 0 Scale: 1-5	<div style="width: 77%;"><div style="width: 100%;"><div style="width: 77%;"></div></div></div>	77%



## Individual Metric Results: 2 of 8 Metrics

# GP: Being Good Stewards of Public Resources

60%  
favorable

↑ Current score is higher than 2019 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: 281 Skipped: 0 Scale: 1-5		49%
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: 281 Skipped: 0 Scale: 1-5		50%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 281 Skipped: 0 Scale: 1-5		81%

\*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: 281 Skipped: 0 Scale: 1-5		62%
I have the information I need to do my job effectively. Answered: 281 Skipped: 0 Scale: 1-5		83%
I am appropriately involved in decisions that affect my work. Answered: 281 Skipped: 0 Scale: 1-5		52%
I can maintain a reasonable balance between my personal life and work life. Answered: 280 Skipped: 1 Scale: 1-5		79%

Individual Metric Results: 3 of 8 Metrics

## GP: Cultivating Partnerships

78%  
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 280 Skipped: 1 Scale: 1-5		78%

\*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: 279 Skipped: 2 Scale: 1-5		71%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 280 Skipped: 1 Scale: 1-5		79%
Where I work, we are knowledgeable about our customers' needs. Answered: 279 Skipped: 2 Scale: 1-5		92%
Employees are treated with dignity and their contributions matter. Answered: 281 Skipped: 0 Scale: 1-5		77%

Individual Metric Results: 4 of 8 Metrics

## GP: Empowering People to Take Responsibility

75%  
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: 279 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 4 on a 1-5 scale.	71%
I am appropriately involved in decisions that affect my work.* Answered: 281 Skipped: 0 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 4 on a 1-5 scale.	52%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 279 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 4 on a 1-5 scale.	83%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 280 Skipped: 1 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 4 on a 1-5 scale.	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: 280 Skipped: 1 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 4 on a 1-5 scale.	79%
I am treated with respect and dignity. Answered: 279 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 4 on a 1-5 scale.	81%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 281 Skipped: 0 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 4 on a 1-5 scale.	70%
I look forward to coming to work at this company. Answered: 280 Skipped: 1 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 4 on a 1-5 scale.	71%

Individual Metric Results: 5 of 8 Metrics

## GP: Promoting Innovation and Continuous Improvement

74%  
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 280 Skipped: 1 Scale: 1-5	 70%	
The work environment on my team supports the development of new and innovative ideas.* Answered: 279 Skipped: 2 Scale: 1-5	 78%	

\*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: 279 Skipped: 2 Scale: 1-5	 58%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 281 Skipped: 0 Scale: 1-5	 65%	

## Individual Metric Results: 6 of 8 Metrics

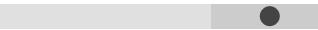
# GP: Providing Quality Customer Service

84%  
favorable

↑ Current score is higher than 2019 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: 279 Skipped: 2 Scale: 1-5		77%
Where I work, we are knowledgeable about our customers' needs.* Answered: 279 Skipped: 2 Scale: 1-5		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.

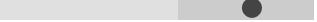
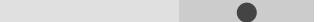
Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 280 Skipped: 1 Scale: 1-5		83%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 280 Skipped: 1 Scale: 1-5		95%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 280 Skipped: 1 Scale: 1-5		79%
Employees in my department do well at maintaining productive partnerships. Answered: 280 Skipped: 1 Scale: 1-5		78%

## Individual Metric Results: 7 of 8 Metrics

### Management

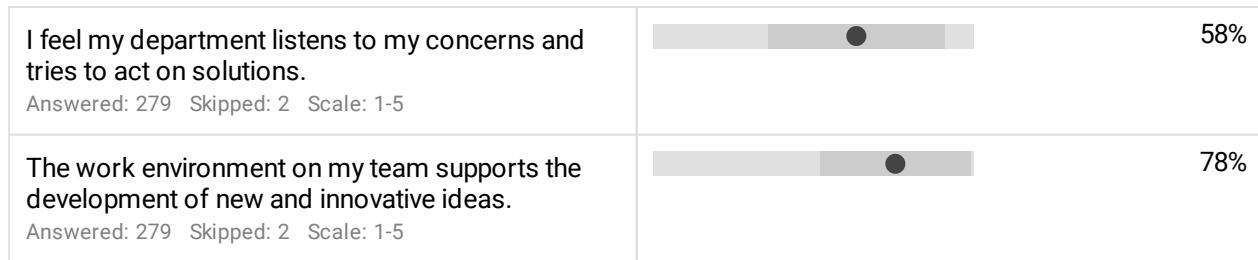
79%  
favorable

- ↑ Current score is higher than **2019 Employee Survey** score
- ↓ Current score is lower than **2022 Employee Survey** score
- ↓ Current score is lower than **2023 Employee Survey** score
- ↓ Current score is lower than **2024 Employee Survey** score
- ↓ Current score is lower than **2024 Employee Survey** score

Questions that define Management (6)	Responses	
<b>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</b> Answered: 280 Skipped: 1 Scale: 1-5		85%
<b>I have a clear idea of what is expected of me in my job.*</b> Answered: 280 Skipped: 1 Scale: 1-5		88%
<b>The amount of work expected of me is reasonable.*</b> Answered: 281 Skipped: 0 Scale: 1-5		62%
<b>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</b> Answered: 280 Skipped: 1 Scale: 1-5		82%
<b>I receive recognition from management when I do a good job.*</b> Answered: 279 Skipped: 2 Scale: 1-5		67%
<b>My immediate manager/supervisor encourages two-way communication.*</b> Answered: 280 Skipped: 1 Scale: 1-5		89%

\*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	
<b>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</b> Answered: 280 Skipped: 1 Scale: 1-5		73%
<b>I have the information I need to do my job effectively.</b> Answered: 281 Skipped: 0 Scale: 1-5		83%



## Individual Metric Results: 8 of 8 Metrics

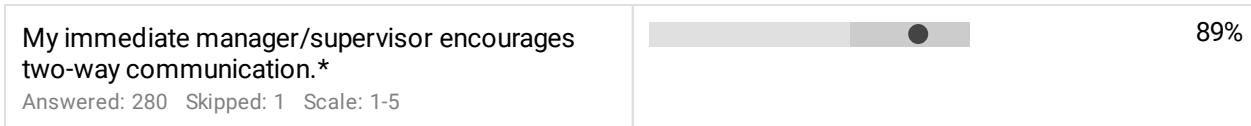
### Survey Questions

76%  
favorable

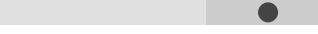
- ↓ Current score is lower than **2021 Employee Survey** score
- ↓ Current score is lower than **2022 Employee Survey** score
- ↓ Current score is lower than **2023 Employee Survey** score
- ↓ Current score is lower than **2024 Employee Survey** score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 280 Skipped: 1 Scale: 1-5	 70%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 279 Skipped: 2 Scale: 1-5	 71%
We have enough employees where I work to do a quality job.* Answered: 281 Skipped: 0 Scale: 1-5	 49%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 280 Skipped: 1 Scale: 1-5	 85%
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: 281 Skipped: 0 Scale: 1-5	 50%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 279 Skipped: 2 Scale: 1-5	 77%
I am appropriately involved in decisions that affect my work.* Answered: 281 Skipped: 0 Scale: 1-5	 52%
Where I work, we are knowledgeable about our customers' needs.* Answered: 279 Skipped: 2 Scale: 1-5	 92%
Employees in my department do well at maintaining productive partnerships.* Answered: 280 Skipped: 1 Scale: 1-5	 78%
I have a clear idea of what is expected of me in my job.* Answered: 280 Skipped: 1 Scale: 1-5	 88%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 281 Skipped: 0 Scale: 1-5	 81%

I look forward to coming to work at this company.* Answered: 280 Skipped: 1 Scale: 1-5		71%
Overall, Larimer County is a great place to work.* Answered: 278 Skipped: 3 Scale: 1-5		82%
The amount of work expected of me is reasonable.* Answered: 281 Skipped: 0 Scale: 1-5		62%
I am treated with respect and dignity.* Answered: 279 Skipped: 2 Scale: 1-5		81%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 280 Skipped: 1 Scale: 1-5		82%
The work environment on my team supports the development of new and innovative ideas.* Answered: 279 Skipped: 2 Scale: 1-5		78%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 279 Skipped: 2 Scale: 1-5		83%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 280 Skipped: 1 Scale: 1-5		95%
Larimer County is a safe place to work.* Answered: 279 Skipped: 2 Scale: 1-5		85%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 281 Skipped: 0 Scale: 1-5		64%
I can maintain a reasonable balance between my personal life and work life.* Answered: 280 Skipped: 1 Scale: 1-5		79%
I would recommend Larimer County as a good place to work.* Answered: 280 Skipped: 1 Scale: 1-5		80%
I receive recognition from management when I do a good job.* Answered: 279 Skipped: 2 Scale: 1-5		67%
I have received the training I need to do a quality job.* Answered: 280 Skipped: 1 Scale: 1-5		80%
I have the information I need to do my job effectively.* Answered: 281 Skipped: 0 Scale: 1-5		83%

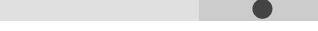


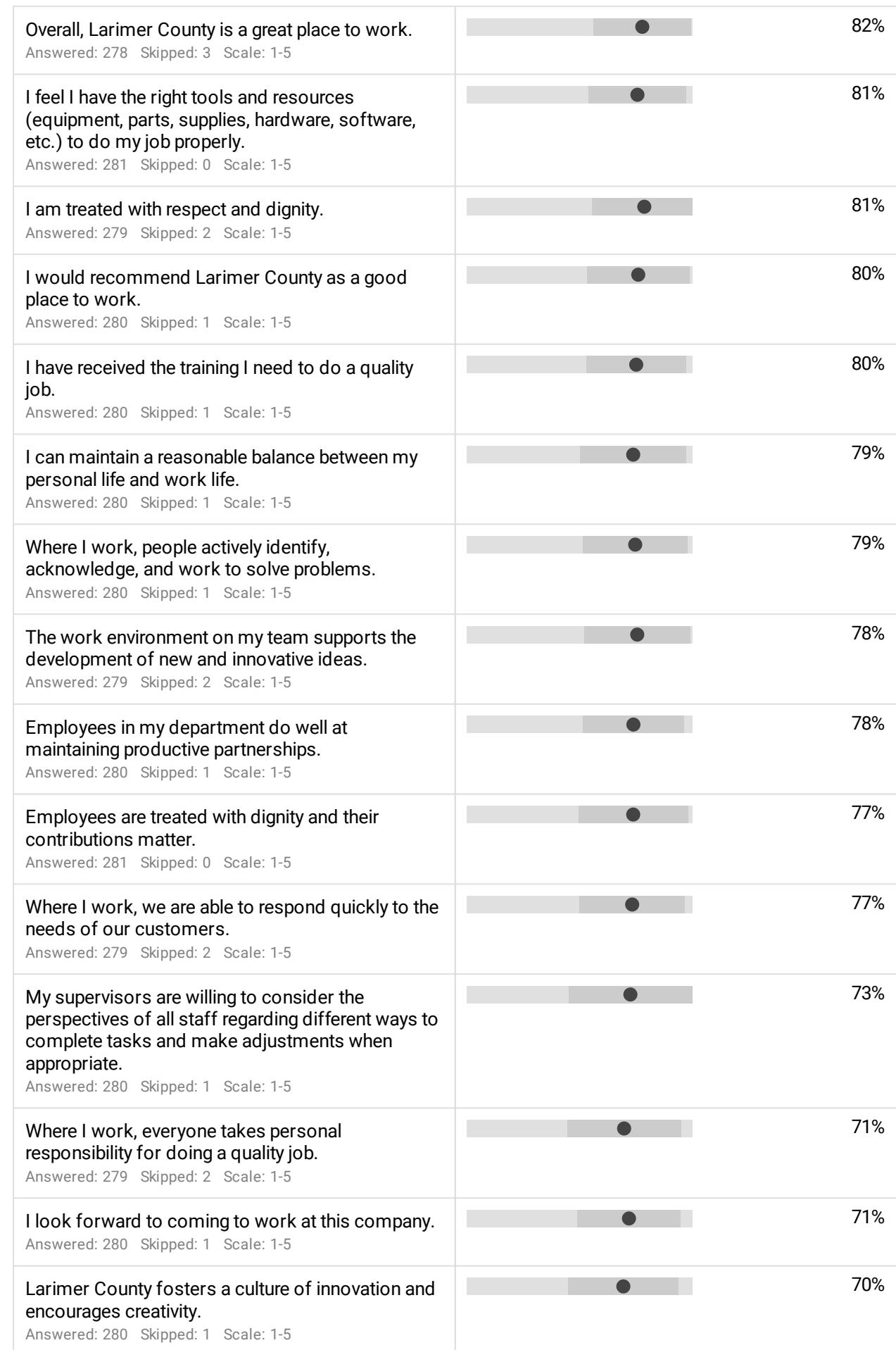
\*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Survey Questions (4)	Responses
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 280 Skipped: 1 Scale: 1-5	 79%
I feel my department listens to my concerns and tries to act on solutions. Answered: 279 Skipped: 2 Scale: 1-5	 58%
I am motivated to help Larimer County be successful. Answered: 280 Skipped: 1 Scale: 1-5	 90%
Employees are treated with dignity and their contributions matter. Answered: 281 Skipped: 0 Scale: 1-5	 77%

# 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: 275 Skipped: 6 Scale: 1-5	 97%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 280 Skipped: 1 Scale: 1-5	 95%
Where I work, we are knowledgeable about our customers' needs. Answered: 279 Skipped: 2 Scale: 1-5	 92%
I am motivated to help Larimer County be successful. Answered: 280 Skipped: 1 Scale: 1-5	 90%
My immediate manager/supervisor encourages two-way communication. Answered: 280 Skipped: 1 Scale: 1-5	 89%
I have a clear idea of what is expected of me in my job. Answered: 280 Skipped: 1 Scale: 1-5	 88%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 280 Skipped: 1 Scale: 1-5	 85%
Larimer County is a safe place to work. Answered: 279 Skipped: 2 Scale: 1-5	 85%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 279 Skipped: 2 Scale: 1-5	 83%
I have the information I need to do my job effectively. Answered: 281 Skipped: 0 Scale: 1-5	 83%
Larimer County delivers high quality services to its customers. Answered: 280 Skipped: 1 Scale: 1-5	 83%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 280 Skipped: 1 Scale: 1-5	 82%



<p><b>My department appropriately communicates decisions or policy changes that affect my work.</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p><b>I receive recognition from management when I do a good job.</b> Answered: 279 Skipped: 2 Scale: 1-5</p>	 <p>67%</p>
<p><b>Larimer County has created an environment where all employee are supported to succeed.</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>65%</p>
<p><b>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>64%</p>
<p><b>The amount of work expected of me is reasonable.</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p><b>Larimer County adapts to meet the needs of it's employees.</b> Answered: 280 Skipped: 1 Scale: 1-5</p>	 <p>62%</p>
<p><b>I am comfortable sharing a different opinion or concern and do so without fear.</b> Answered: 280 Skipped: 1 Scale: 1-5</p>	 <p>61%</p>
<p><b>I feel my department listens to my concerns and tries to act on solutions.</b> Answered: 279 Skipped: 2 Scale: 1-5</p>	 <p>58%</p>
<p><b>I am comfortable speaking up without fear of negative consequences.</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>53%</p>
<p><b>I am appropriately involved in decisions that affect my work.</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>52%</p>
<p><b>The different departments and elected offices within Larimer County collaborate effectively.</b> Answered: 276 Skipped: 5 Scale: 1-5</p>	 <p>51%</p>
<p><b>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>50%</p>
<p><b>We have enough employees where I work to do a quality job.</b> Answered: 281 Skipped: 0 Scale: 1-5</p>	 <p>49%</p>
<p><b>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</b> Answered: 280 Skipped: 1 Scale: 1-5</p>	 <p>47%</p>

Open-ended questions (4)	Responses
Overall, do you have any general comments about your department?  Answered: 109 Skipped: 172	4 EPS  <b>Promoters</b> (36%) are talking about Communication (10) Management (8) Meaningful Work (6) Compensation and Benefits (4) Teamwork (3)  <b>Detractors</b> (33%) are talking about Compensation and Benefits (7) Senior Leadership (6) Communication (4) Management (4) Teamwork (4)
What do you think your department could improve on?  Answered: 142 Skipped: 139	-79 EPS  <b>Promoters</b> (6%)  <b>Detractors</b> (47%) are talking about Communication (20) Transparency (11) Management (10) Compensation and Benefits (6) Quality of Products and Services (6)
What do you think your department is doing well?  Answered: 135 Skipped: 146	92 EPS  <b>Promoters</b> (68%) are talking about Communication (24) Management (16) Teamwork (13) Meaningful Work (10) Customer Focus (9)  <b>Detractors</b> (3%)
Overall, do you have any general comments about Larimer County as an employer?  Answered: 107 Skipped: 174	29 EPS  <b>Promoters</b> (46%) are talking about Compensation and Benefits (8) Communication (5) Meaningful Work (5) Management (3) Teamwork (3)  <b>Detractors</b> (25%) are talking about Compensation and Benefits (12) Communication (3)