

Overview of Survey Results

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

<div>Survey description</div> <div><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></div>	<div>Participation rate</div> <div><p>73.3%</p><p>55 of 75 participants have completed the survey</p></div>
	<div>As of</div> <div><p>Dec 04, 2025, 09:57 PM MST</p><p>Results are grouped based on information in the Employee Directory as of this date</p></div>
<div>Response group</div> <div><p>Todd Juergens' Team</p></div>	<div>Benchmarks (6)</div> <div><p>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey</p></div>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	69% favorable
GP: Being Good Stewards of Public Resources	62% favorable
GP: Cultivating Partnerships	62% favorable
GP: Empowering People to Take Responsibility	63% favorable
GP: Promoting Innovation and Continuous Improvement	54% favorable
GP: Providing Quality Customer Service	77% favorable
Management	69% favorable
Survey Questions	66% favorable




Individual Metric Results: 1 of 8 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work

69%
favorable

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (8)	Responses
<p>I look forward to coming to work at this company.*</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>65%</p>
<p>I am treated with respect and dignity.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p>Larimer County is a safe place to work.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 53 Skipped: 2 Scale: 1-5</p>	 <p>57%</p>
<p>I can maintain a reasonable balance between my personal life and work life.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>76%</p>
<p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>70%</p>
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>76%</p>
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>62%</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.

Questions that most drive GP: Being a Fulfilling and Enjoyable Place to Work (4)	Responses
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>69%</p>
<p>Employees are treated with dignity and their contributions matter.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>59%</p>
<p>Larimer County has created an environment where all employee are supported to succeed.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>64%</p>



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.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 62%
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: 54 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 52%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 71%

*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: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 75%
I have the information I need to do my job effectively. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 62%
I am appropriately involved in decisions that affect my work. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 49%
I can maintain a reasonable balance between my personal life and work life. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 76%

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

62%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 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 GP: Cultivating Partnerships (4)	Responses
Where I work, everyone takes personal responsibility for doing a quality job. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 51%
Where I work, people actively identify, acknowledge, and work to solve problems. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 60%
Where I work, we are knowledgeable about our customers' needs. <small>Answered: 53 Skipped: 2 Scale: 1-5</small>	<div><div></div></div> 72%
Employees are treated with dignity and their contributions matter. <small>Answered: 54 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 59%

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

63%
favorable

Questions that define GP: Empowering People to Take Responsibility (4)	Responses
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 51%
I am appropriately involved in decisions that affect my work.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 49%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 67%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 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: Empowering People to Take Responsibility (4)	Responses
Where I work, people actively identify, acknowledge, and work to solve problems. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 60%
I am treated with respect and dignity. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 67%
My department appropriately communicates decisions or policy changes that affect my work. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 60%
I look forward to coming to work at this company. <small>Answered: 54 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 65%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

54%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 40%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 67%

*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. <small>Answered: 54 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 37%
Larimer County has created an environment where all employee are supported to succeed. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 64%

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

77%
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.* <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 82%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 53 Skipped: 2 Scale: 1-5</small>	<div><div></div></div> 72%

*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. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 87%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 84%
Where I work, people actively identify, acknowledge, and work to solve problems. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 60%
Employees in my department do well at maintaining productive partnerships. <small>Answered: 55 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 62%

Individual Metric Results: 7 of 8 Metrics

Management

69%
favorable

Questions that define Management (6)	Responses
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>71%</div>
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>82%</div>
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>75%</div>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	<div><div></div></div> <div>67%</div>
<p>I receive recognition from management when I do a good job.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>51%</div>
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>69%</div>













*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: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>40%</div>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>62%</div>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	<div><div></div></div> <div>37%</div>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> <div>67%</div>

Individual Metric Results: 8 of 8 Metrics

Survey Questions

66%
favorable

Questions that define Survey Questions (27)	Responses
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>40%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>51%</p>
<p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).*</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>52%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>49%</p>
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 53 Skipped: 2 Scale: 1-5</p>	 <p>72%</p>
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I look forward to coming to work at this company.*</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>65%</p>





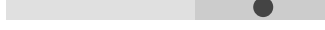







Overall, Larimer County is a great place to work.* Answered: 54 Skipped: 1 Scale: 1-5		69%
The amount of work expected of me is reasonable.* Answered: 55 Skipped: 0 Scale: 1-5		75%
I am treated with respect and dignity.* Answered: 55 Skipped: 0 Scale: 1-5		67%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 54 Skipped: 1 Scale: 1-5		67%
The work environment on my team supports the development of new and innovative ideas.* Answered: 55 Skipped: 0 Scale: 1-5		67%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 55 Skipped: 0 Scale: 1-5		67%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 55 Skipped: 0 Scale: 1-5		84%
Larimer County is a safe place to work.* Answered: 55 Skipped: 0 Scale: 1-5		80%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 53 Skipped: 2 Scale: 1-5		57%
I can maintain a reasonable balance between my personal life and work life.* Answered: 55 Skipped: 0 Scale: 1-5		76%
I would recommend Larimer County as a good place to work.* Answered: 54 Skipped: 1 Scale: 1-5		70%
I receive recognition from management when I do a good job.* Answered: 55 Skipped: 0 Scale: 1-5		51%
I have received the training I need to do a quality job.* Answered: 55 Skipped: 0 Scale: 1-5		76%
I have the information I need to do my job effectively.* Answered: 55 Skipped: 0 Scale: 1-5		62%
My immediate manager/supervisor encourages two-way communication.* Answered: 55 Skipped: 0 Scale: 1-5		69%
















*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
<div>Where I work, people actively identify, acknowledge, and work to solve problems.</div> <div>Answered: 55 Skipped: 0 Scale: 1-5</div>	<div><div></div></div> <div>60%</div>
<div>I feel my department listens to my concerns and tries to act on solutions.</div> <div>Answered: 54 Skipped: 1 Scale: 1-5</div>	<div><div></div></div> <div>37%</div>
<div>I am motivated to help Larimer County be successful.</div> <div>Answered: 55 Skipped: 0 Scale: 1-5</div>	<div><div></div></div> <div>80%</div>
<div>Employees are treated with dignity and their contributions matter.</div> <div>Answered: 54 Skipped: 1 Scale: 1-5</div>	<div><div></div></div> <div>59%</div>

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Larimer County delivers high quality services to it's customers. Answered: 55 Skipped: 0 Scale: 1-5	 87%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 55 Skipped: 0 Scale: 1-5	 84%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 55 Skipped: 0 Scale: 1-5	 82%
I have a clear idea of what is expected of me in my job. Answered: 55 Skipped: 0 Scale: 1-5	 82%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 54 Skipped: 1 Scale: 1-5	 81%
Larimer County is a safe place to work. Answered: 55 Skipped: 0 Scale: 1-5	 80%
I am motivated to help Larimer County be successful. Answered: 55 Skipped: 0 Scale: 1-5	 80%
I can maintain a reasonable balance between my personal life and work life. Answered: 55 Skipped: 0 Scale: 1-5	 76%
I have received the training I need to do a quality job. Answered: 55 Skipped: 0 Scale: 1-5	 76%
The amount of work expected of me is reasonable. Answered: 55 Skipped: 0 Scale: 1-5	 75%
Where I work, we are knowledgeable about our customers' needs. Answered: 53 Skipped: 2 Scale: 1-5	 72%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 55 Skipped: 0 Scale: 1-5	 71%

<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>70%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>69%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>67%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>65%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>64%</p>
<p>Larimer County has created an environment where all employee are supported to succeed.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>64%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>

<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>60%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>60%</p>
<p>Employees are treated with dignity and their contributions matter.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>59%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 53 Skipped: 2 Scale: 1-5</p>	 <p>57%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>55%</p>
<p>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>52%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>51%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>51%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>49%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>45%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 55 Skipped: 0 Scale: 1-5</p>	 <p>40%</p>
<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: 55 Skipped: 0 Scale: 1-5</p>	 <p>40%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 54 Skipped: 1 Scale: 1-5</p>	 <p>37%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 53 Skipped: 2 Scale: 1-5</p>	 <p>25%</p>

Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 20 Skipped: 35</p>	<p>17 EPS</p> <p>Promoters (35%)</p> <p>Detractors (25%) are talking about Management (3)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 31 Skipped: 24</p>	<p>-43 EPS</p> <p>Promoters (13%)</p> <p>Detractors (32%)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 24 Skipped: 31</p>	<p>57 EPS</p> <p>Promoters (46%)</p> <p>Detractors (13%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 18 Skipped: 37</p>	<p>67 EPS</p> <p>Promoters (56%)</p> <p>Detractors (11%)</p>