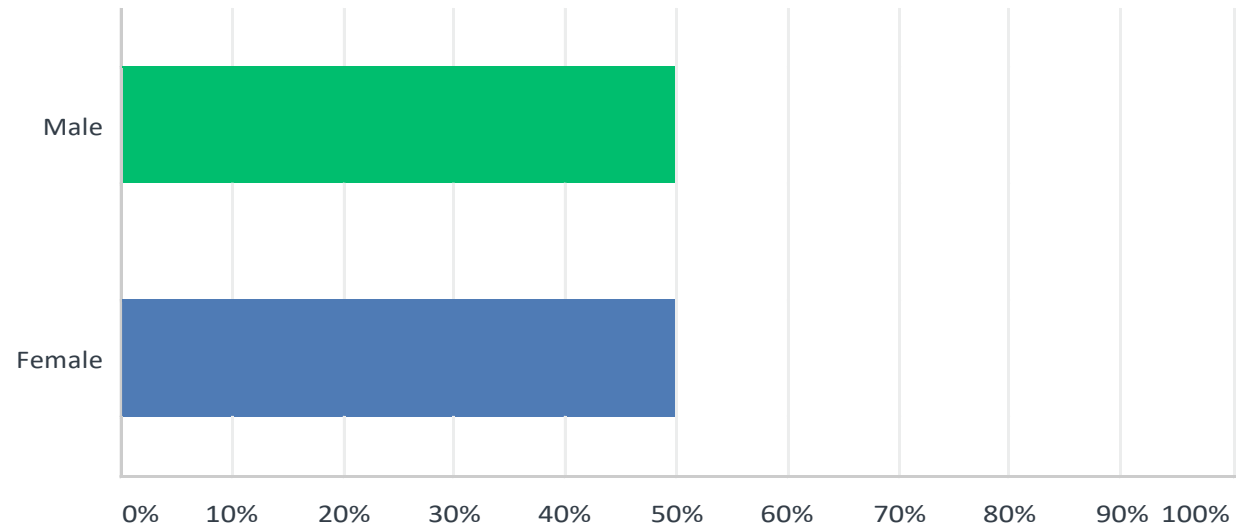


# Q1 Are you:

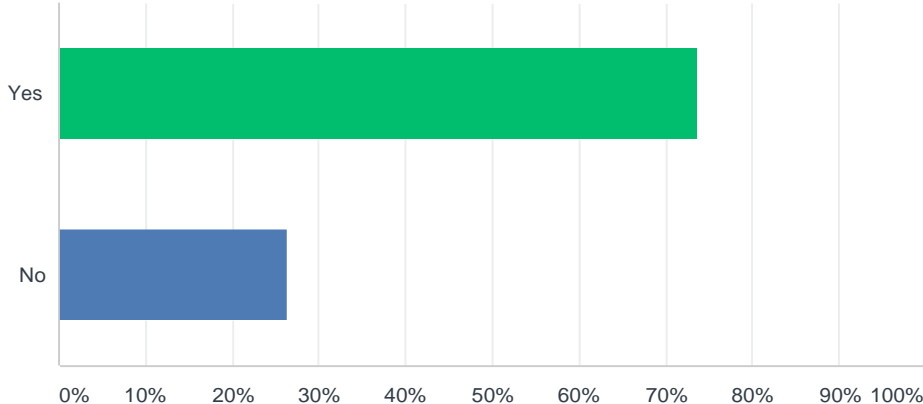
Answered: 140 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	50.00%	70
Female	50.00%	70
<b>TOTAL</b>		<b>140</b>

## Q2 Do you live in Gilpin County?

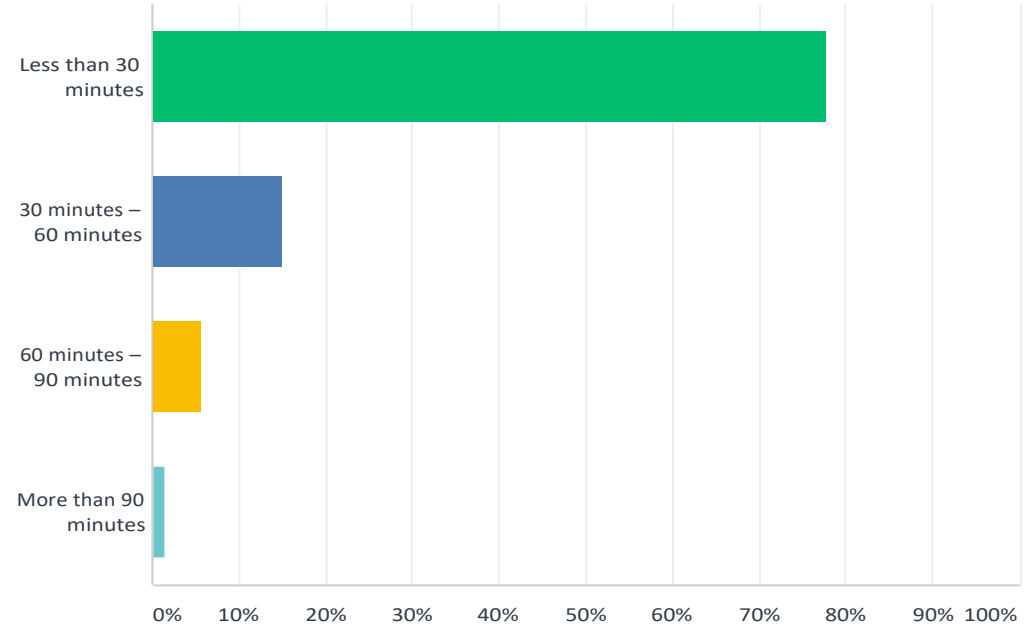
Answered: 140 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	73.57%	103
No	26.43%	37
TOTAL		140

### Q3 How long is your commute?

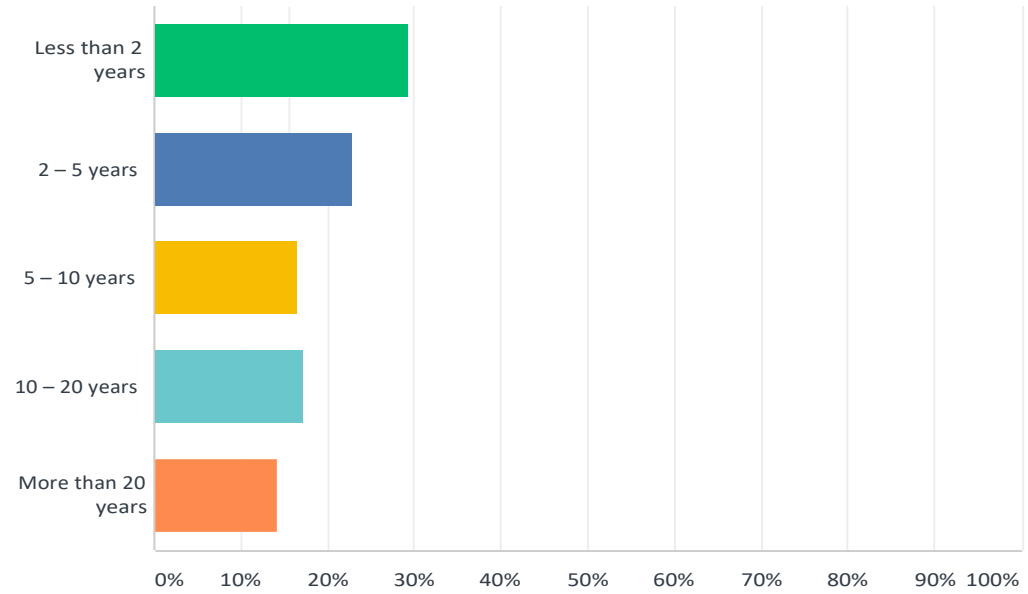
Answered: 140 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 30 minutes	77.86%	109
30 minutes – 60 minutes	15.00%	21
60 minutes – 90 minutes	5.71%	8
More than 90 minutes	1.43%	2
<b>TOTAL</b>		<b>140</b>

## Q4 How long have you worked for Gilpin County?

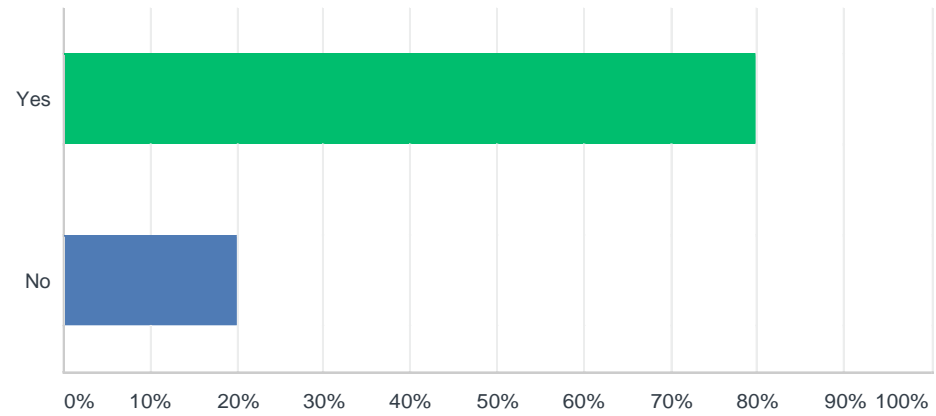
Answered: 140 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 2 years	29.29%	41
2 – 5 years	22.86%	32
5 – 10 years	16.43%	23
10 – 20 years	17.14%	24
More than 20 years	14.29%	20
<b>TOTAL</b>		<b>140</b>

## Q5 Are you a full-time employee?

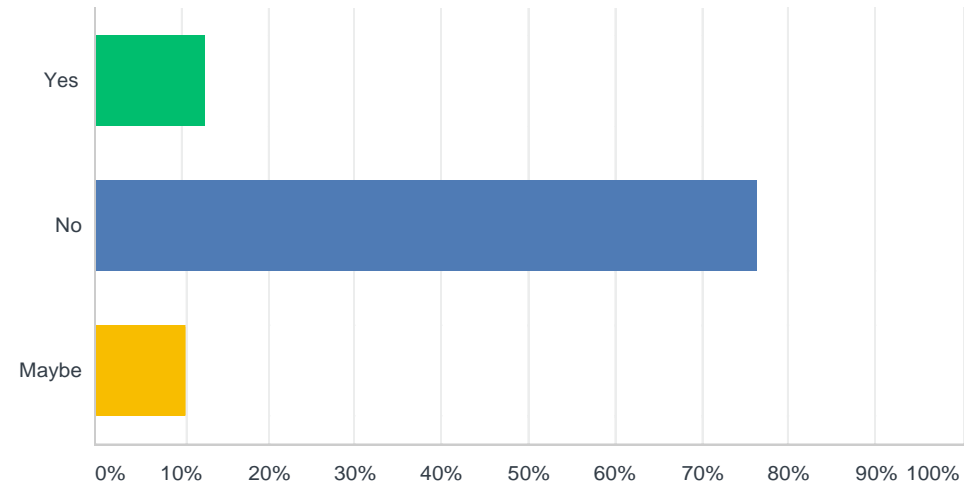
Answered: 140 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	80.00%	112
No	20.00%	28
TOTAL		140

## Q6 Would you participate in an employee car pool program?

Answered: 140 Skipped: 0

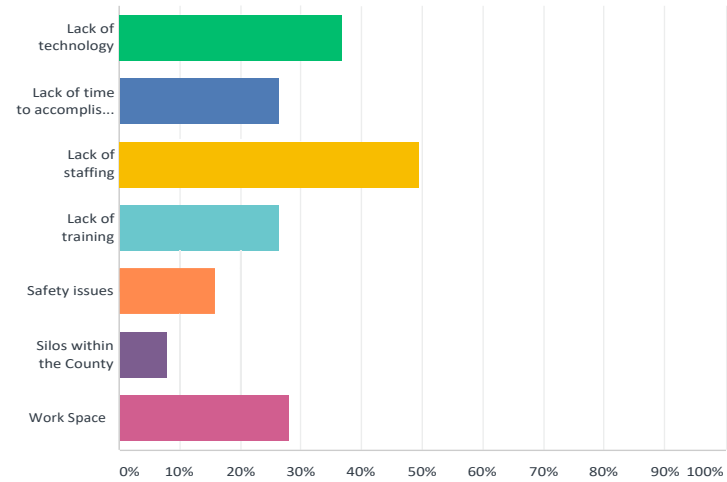


ANSWER CHOICES	RESPONSES	
Yes	12.86%	18
No	76.43%	107
Maybe	10.71%	15
TOTAL		140

- Unpredictable work and home schedules

## Q7 What are the obstacles you face in your work?

Answered: 125 Skipped: 15

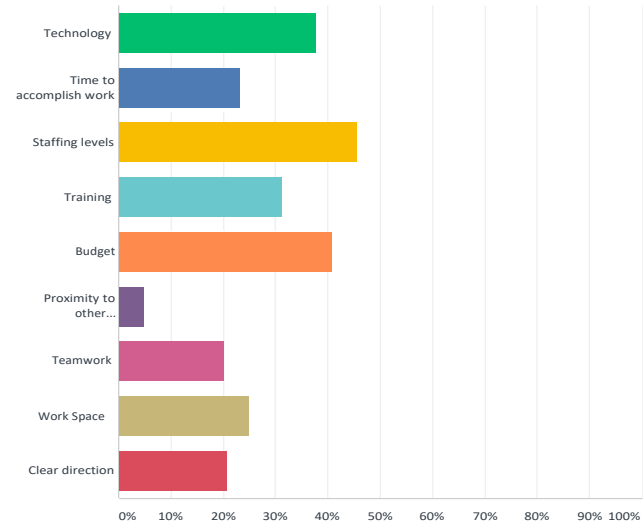


ANSWER CHOICES	RESPONSES	
Lack of technology	36.80%	46
Lack of time to accomplish all the work	26.40%	33
Lack of staffing	49.60%	62
Lack of training	26.40%	33
Safety issues	16.00%	20
Silos within the County	8.00%	10
Work Space	28.00%	35
Total Respondents: 125		

- Lack of technology
- Upward mobility
- Budget constraints

### Q8 What are the resources missing or that need to be improved to help you in your work?

Answered: 125 Skipped: 15



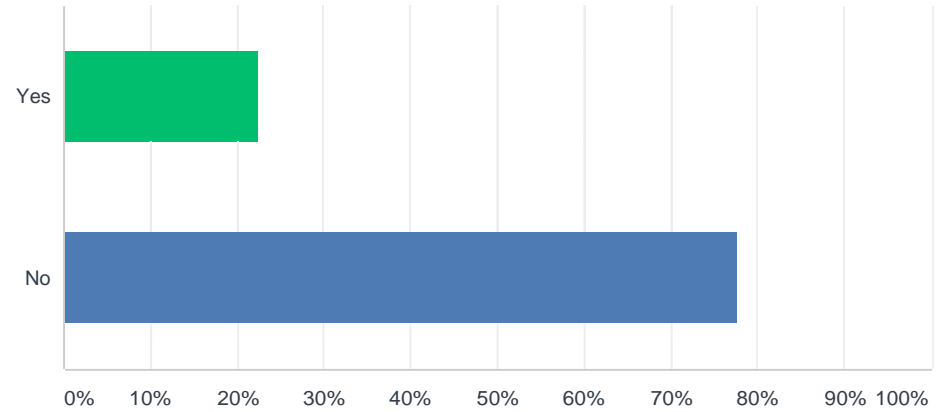
ANSWER CHOICES	RESPONSES	
Technology	37.60%	47
Time to accomplish work	23.20%	29
Staffing levels	45.60%	57
Training	31.20%	39
Budget	40.80%	51
Proximity to other Departments and Offices	4.80%	6
Teamwork	20.00%	25
Work Space	24.80%	31
Clear direction	20.80%	26
Total Respondents: 125		

- Right equipment for the job
- Increased technology
- Procedure Manual



## Q9 Do you have safety concerns?

Answered: 125 Skipped: 15

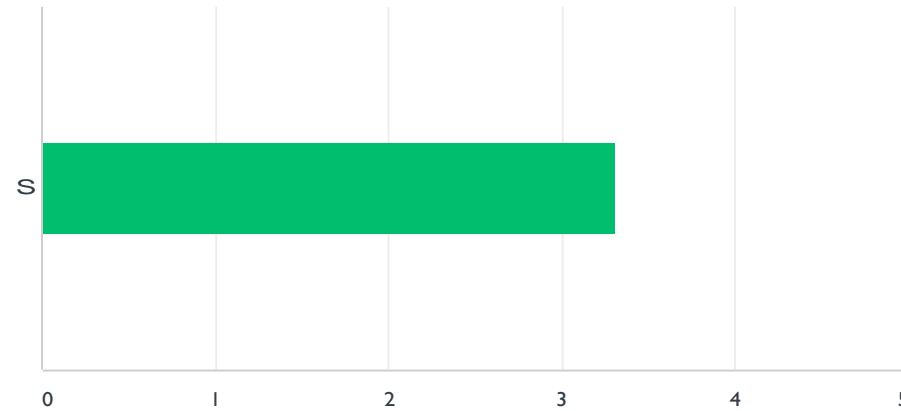


ANSWER CHOICES	RESPONSES	
Yes	22.40%	28
No	77.60%	97
TOTAL		125

- Unsafe vehicles
- Courthouse safety concerns (overlook)
- Lack of staffing
- Notification issues (silent alarms)
- Active shooter training
- Degraded equipment at the Community Center
- Lack of cameras and feeling secluded

## Q10 Are you satisfied with your opportunities to grow in your professional knowledge? (5 stars is the highest!)

Answered: 125 Skipped: 15

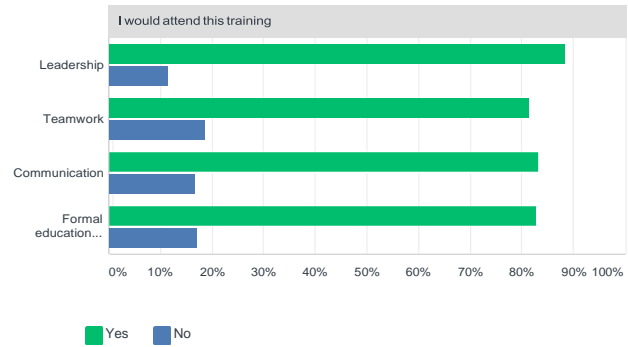


	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
S	11.20% 14	10.40% 13	32.00% 40	28.80% 36	17.60% 22	125	3.31

- Lack of training opportunities due to budget and staff constraints
- Lack of County encouragement to grow
- Lack of upward mobility

### Q11 What types of professional training opportunities would you like to have offered?

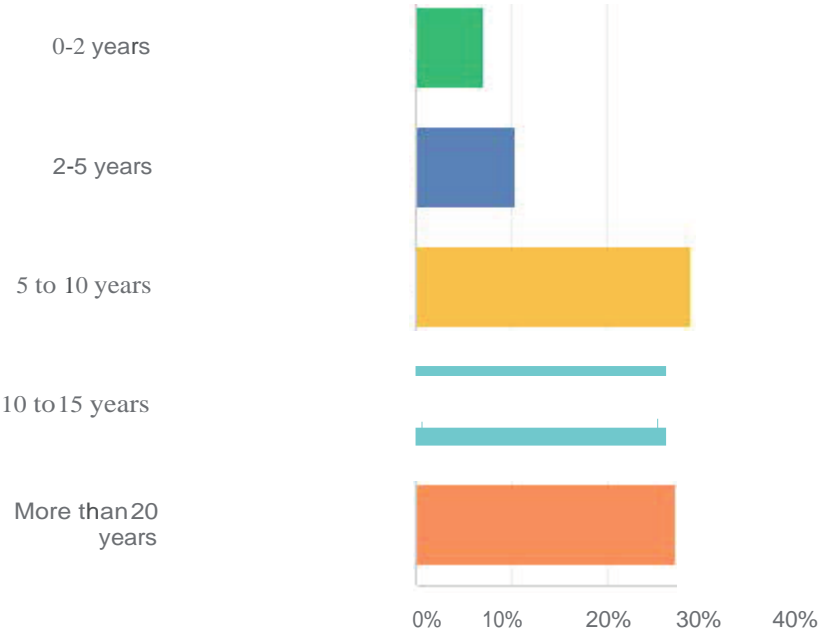
Answered: 125 Skipped: 15



I would attend this training			
	YES	NO	TOTAL
Leadership	88.57% 93	11.43% 12	105
Teamwork	81.44% 79	18.56% 18	97
Communication	83.33% 85	16.67% 17	102
Formal education (college courses or certificate courses)	82.88% 92	17.12% 19	111

- Strong team building and job skills both by department/office and county wide
- Effective communication
- Cross training
- Software and county system training

Q12 How long do plan to stay employed by Gilpin County?



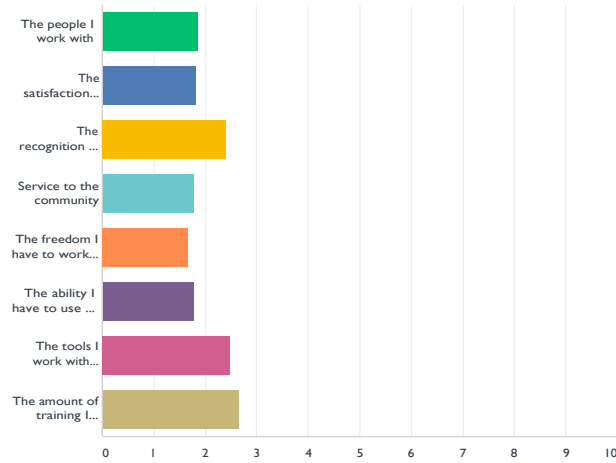
Q13 Why did you choose that answer to #13? (For example, kids in high school, will reach retirement age, etc)

Answered: 125 Skipped: 15

- Life circumstances both predictable and unpredictable like family life and retirement
- Depends on advancement opportunities
- Comfort
- Great place to work

### Q14 What's working well right now for you in your job?

Answered: 125 Skipped: 15

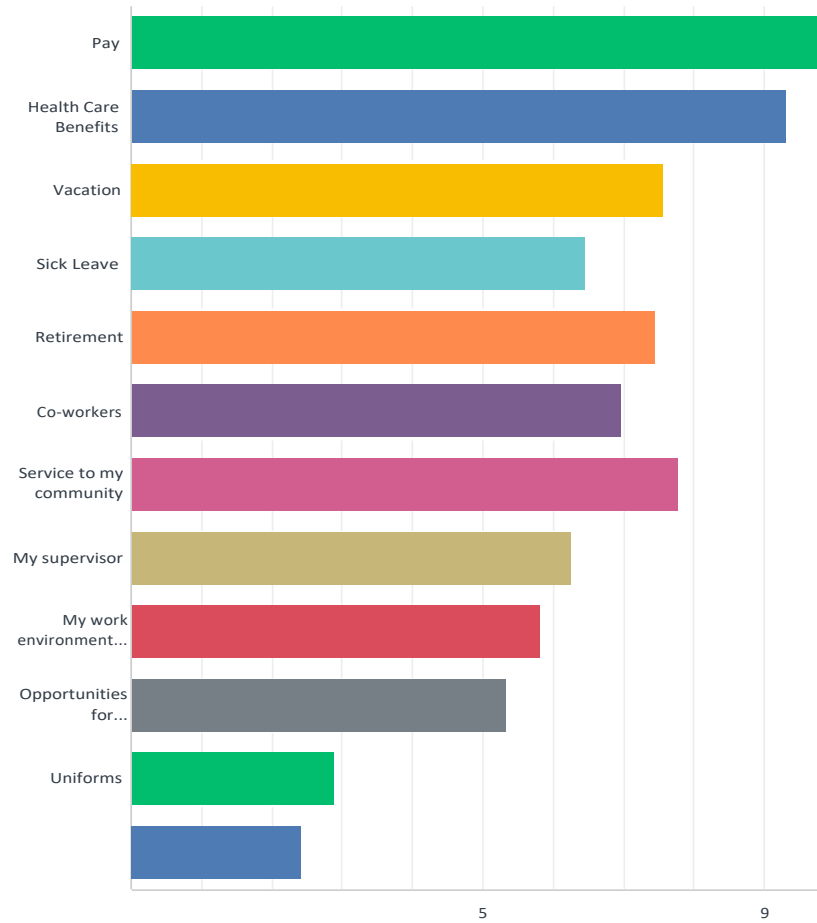


	WORKING REALLY WELL	WORKING WELL	WORKING JUST OK	NOT WORKING WELL	NOT WORKING AT ALL	TOTAL	WEIGHTED AVERAGE
The people I work with	36.80% 46	44.80% 56	15.20% 19	2.40% 3	0.80% 1	125	1.86
The satisfaction I get from my work	35.20% 44	50.40% 63	12.00% 15	1.60% 2	0.80% 1	125	1.82
The recognition I get from my supervisor	24.80% 31	33.60% 42	23.20% 29	12.80% 16	5.60% 7	125	2.41
Service to the community	37.60% 47	51.20% 64	8.00% 10	1.60% 2	1.60% 2	125	1.78
The freedom I have to work independently	51.20% 64	33.60% 42	12.00% 15	2.40% 3	0.80% 1	125	1.68
The ability I have to use my skills in a meaningful manner	45.60% 57	36.00% 45	14.40% 18	3.20% 4	0.80% 1	125	1.78
The tools I work with (office equipment, technology, vehicles, tools)	17.60% 22	33.60% 42	32.80% 41	14.40% 18	1.60% 2	125	2.49
The amount of training I receive	10.40% 13	31.20% 39	44.00% 55	10.40% 13	4.00% 5	125	2.66

- Great supervisors
- Incredible co-workers
- Verbal appreciation is good but written acknowledgement is better

Q15 As an employee of Gilpin County, what do you value most in your work? (Please rank in order of importance: 1 is the highest ranking, 12 is the lowest ranking)

Answered: 125 Skipped: 15



## Q16 What can be improved about your work environment?

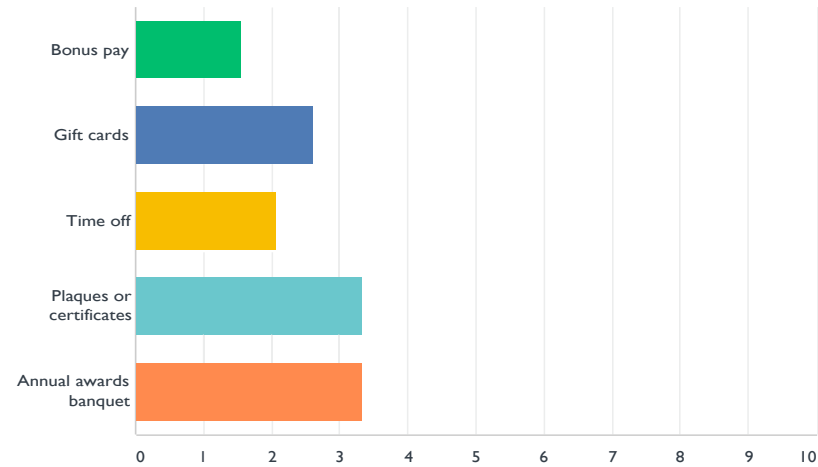
Answered: 125 Skipped: 15

- Increased training opportunities
- Respectful work place
- Potential to earn predictable merit increases
- General upkeep and “house cleaning” and organization of work spaces and county buildings
- Increased use of technology and communication (time keeping and department/office meetings)
- Increase staffing levels and space for staff
- Pay more attention to employees
- Stepped positions
- Communicate policy changes by department and offices
- Proximity to other buildings



## Q17 What types of employee recognition would be most meaningful to you?

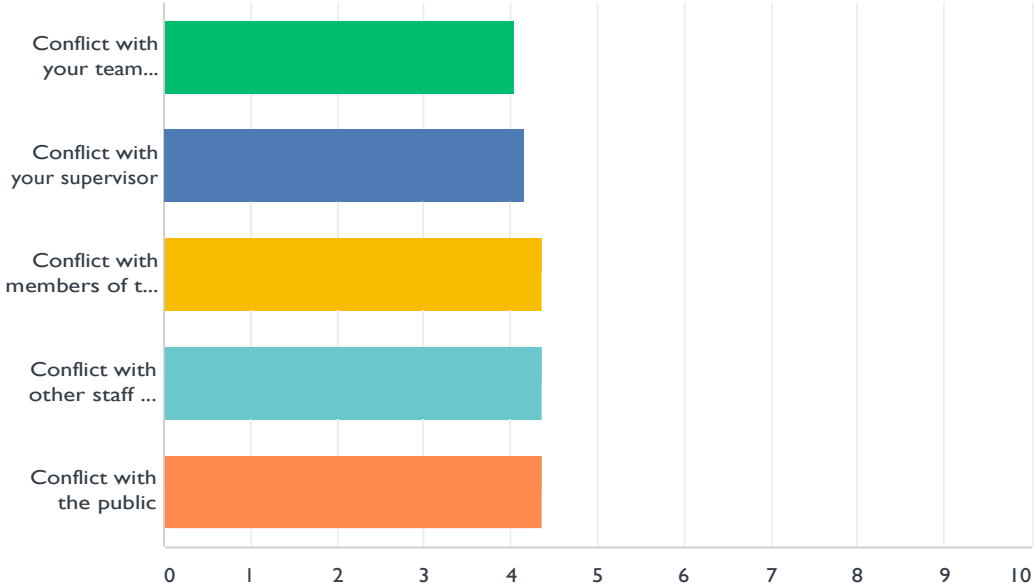
Answered: 125 Skipped: 15



	I WOULD LOVE THIS!	THIS WOULD BE GREAT	THIS IS OK	I DON'T CARE ABOUT THIS ONE	THIS WOULD NOT BE IMPORTANT TO ME AT ALL	TOTAL	WEIGHTED AVERAGE
Bonus pay	67.20% 84	20.00% 25	7.20% 9	3.20% 4	2.40% 3	125	1.54
Gift cards	20.00% 25	27.20% 34	31.20% 39	14.40% 18	7.20% 9	125	2.62
Time off	40.00% 50	32.80% 41	13.60% 17	6.40% 8	7.20% 9	125	2.08
Plaques or certificates	7.20% 9	17.60% 22	32.00% 40	21.60% 27	21.60% 27	125	3.33
Annual awards banquet	12.00% 15	14.40% 18	24.00% 30	27.20% 34	22.40% 28	125	3.34

# Q18 Are you experiencing any conflicts or concerns in the following areas?

Answered: 140 Skipped: 0



	HIGH AMOUNT OF CONFLICT	CONCERNING AMOUNT OF CONFLICT	NORMAL, HEALTHY CONFLICT	LOW CONFLICT	NO CONFLICT	TOTAL	WEIGHTED AVERAGE
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- Misunderstanding of pay rates and categories
- Raises
- Consistent performance expectations

Q18 Are you experiencing any conflicts or concerns in the following areas?

Answered: 140 Skipped: 0

- Misunderstanding of pay rates and categories
- Raises
- Consistent performance expectations

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## Q19 What ideas do you have to resolve conflicts or concerns?

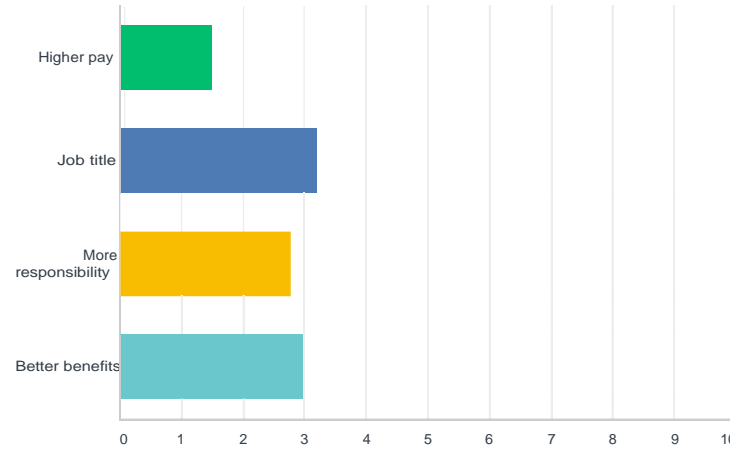
Answered: 125 Skipped: 15

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- Open conversations
- Close the loop of communication
- Mediation
- Praise and improved processes when disagree with managers
- Team meetings
- On call policy
- Cross department/office meetings
- Employee appreciation

Q20 What does career advancement mean to you? (Please rate from 1 as the most important to 5 as the least important)

Answered: 125 Skipped: 15

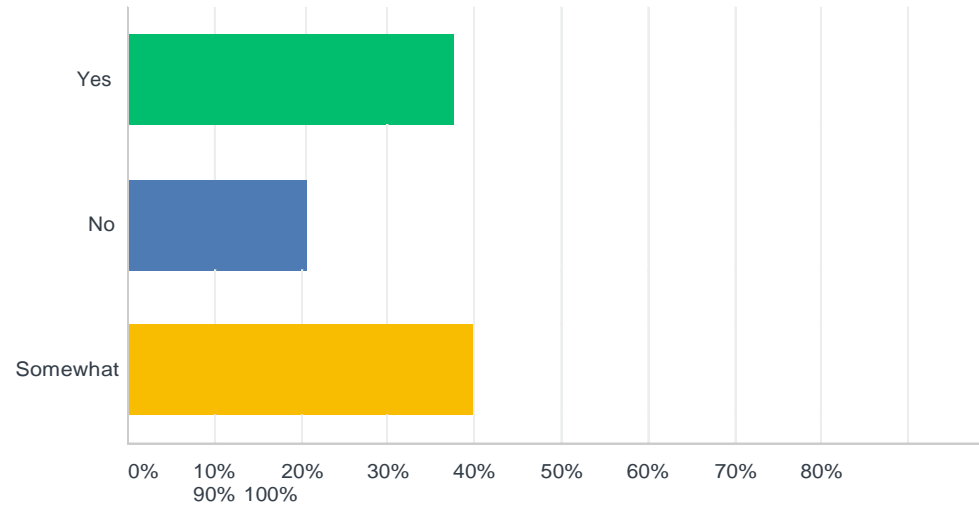


	MOST	(NO LABEL)	(NO LABEL)	(NO LABEL)	LEAST	TOTAL	WEIGHTED AVERAGE
Higher pay	65.60% 82	24.80% 31	5.60% 7	2.40% 3	1.60% 2	125	1.50
Job title	5.60% 7	16.00% 20	40.80% 51	27.20% 34	10.40% 13	125	3.21
More responsibility	20.00% 25	19.20% 24	30.40% 38	24.00% 30	6.40% 8	125	2.78
Better benefits	6.40% 8	33.60% 42	20.80% 26	28.00% 35	11.20% 14	125	3.04

- Regular merit increase
- Increase department/office decision making opportunities
- Opportunities for growth

## Q21 I am satisfied with my opportunities for career advancement within the County:

Answered: 125 Skipped: 15

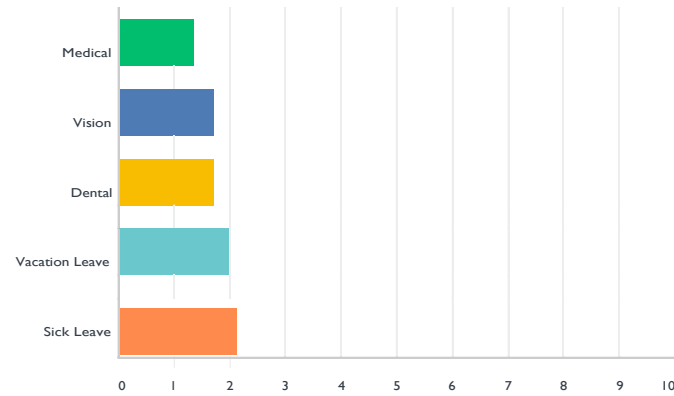


ANSWER CHOICES	RESPONSES	
Yes	37.60%	47
No	21.60%	27
Somewhat	40.80%	51
Total Respondents: 125		

- Balance new employee pay with existing employees
- Equal opportunity for advancement for internal/external job candidates
- Fairness
- Options to transfer to different offices/departments

## Q22 How would you rate our health and wellness programs in Gilpin County?

Answered: 125 Skipped: 15

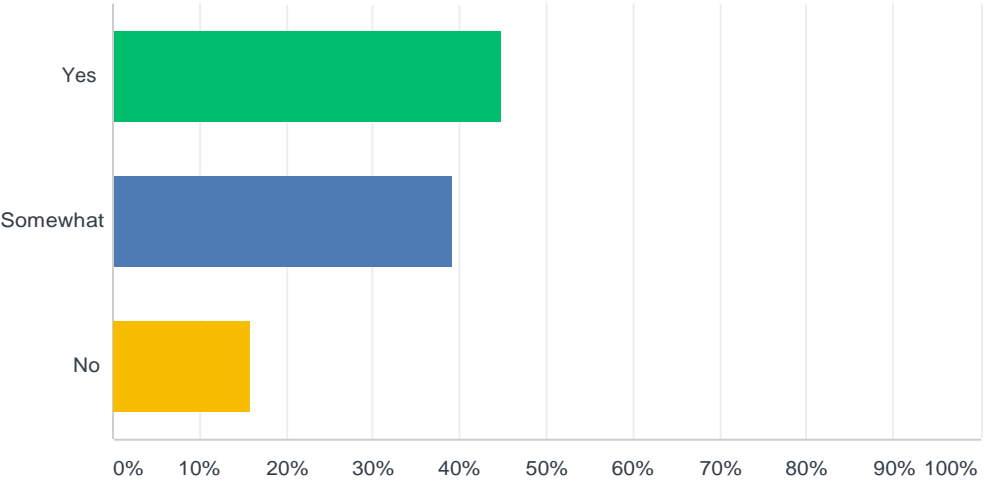


	GREAT	GOOD	AVERAGE	BELOW AVERAGE	NOT GOOD	N/A	TOTAL	WEIGHTED AVERAGE
Medical	60.80% 76	21.60% 27	4.00% 5	0.80% 1	0.00% 0	12.80% 16	125	1.37
Vision	48.00% 60	28.00% 35	8.00% 10	0.00% 0	0.80% 1	15.20% 19	125	1.56
Dental	40.00% 50	32.00% 40	12.80% 16	1.60% 2	0.00% 0	13.60% 17	125	1.72
Vacation Leave	33.60% 42	26.40% 33	18.40% 23	4.00% 5	4.00% 5	13.60% 17	125	2.06
Sick Leave	26.40% 33	30.40% 38	23.20% 29	4.00% 5	2.40% 3	13.60% 17	125	2.14

- Too little vacation time
- Use it or lose it vacation per month doesn't work.
- HAS program
- Out of pocket expenses are large and unpredictable
- Free recreation center at all hours
- Lunch and learn programs
- Sick payout options

# Q23 Does the County have a trusting environment?

Answered: 125 Skipped: 15



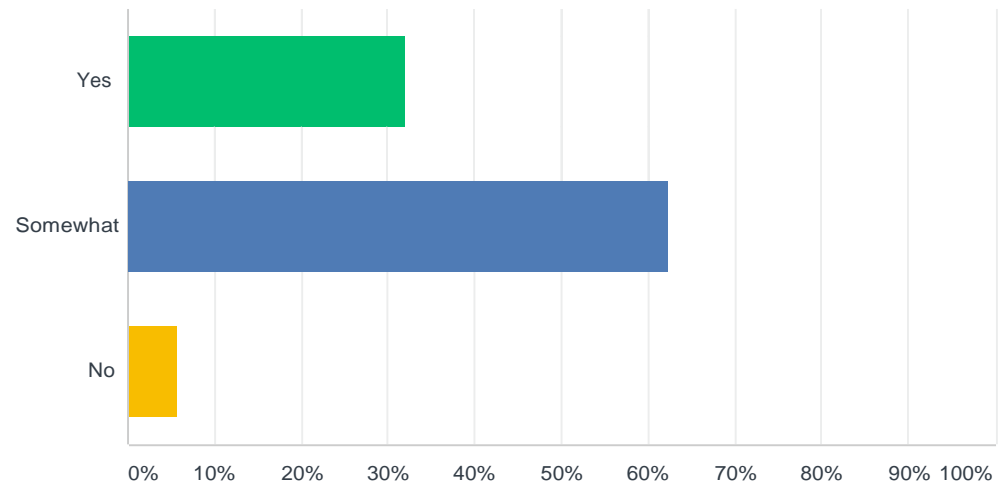
ANSWER CHOICES	RESPONSES
Yes	44.80% 56
Somewhat	39.20% 49
No	16.00% 20
TOTAL	125

- Too many silos
- Need increased department/office communication
- Balance information sharing and gossip
- Be open to staff ideas



## Q24 Is the County good at completing county-wide projects and tasks that we say we will?

Answered: 125 Skipped: 15



ANSWER CHOICES	RESPONSES	
Yes	32.00%	40
Somewhat	62.40%	78
No	5.60%	7
TOTAL		125

- What projects?

## Q25 What makes you excited to come to work?

Answered: 125 Skipped: 15

- Helping the community and others
- Co-workers

## Q26 What would make your job more fun?

Answered: 125 Skipped: 15

- Incentives
- Get out of the office more
- Increased job opportunities
- Supportive environment
- County softball team
- Music at the Community Center
- Less micromanaging
- Seasonal decorating competitions

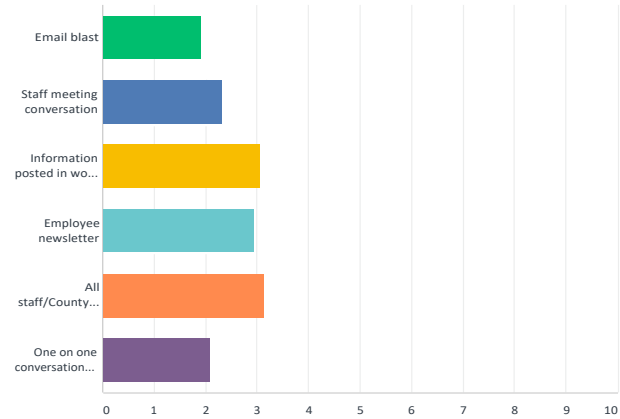
## Q27 What would make you a happier employee?

Answered: 125 Skipped: 15

- Equal pay
- Pay increases
- Feeling valued
- Better retirement plan
- Better pay structure
- Increased communication from the SLT
- Respect
- Vacation monthly limits challenge actual vacation and work balance
- Progress
- Realistic workload
- Summer BBQ
- Opportunities to get to know each other better.

## Q28 How do you prefer to be communicated with regarding updates and information?

Answered: 124 Skipped: 16



	THIS IS THE BEST TYPE OF COMMUNICATION FOR ME	THIS A GOOD TYPE OF COMMUNICATION FOR ME	THIS TYPE OF COMMUNICATION WILL WORK	WILL WORK BUT DON'T PREFER	THIS TYPE OF COMMUNICATION WON'T WORK FOR ME	TOTAL	WEIGHTED AVERAGE
Email blast	44.35% 55	29.84% 37	18.55% 23	6.45% 8	0.81% 1	124	1.90
Staff meeting conversation	20.16% 25	43.55% 54	22.58% 28	10.48% 13	3.23% 4	124	2.33
Information posted in work place	8.87% 11	21.77% 27	33.06% 41	27.42% 34	8.87% 11	124	3.06
Employee newsletter	5.65% 7	27.42% 34	39.52% 49	21.77% 27	5.65% 7	124	2.94
All staff/County meeting	8.06% 10	22.58% 28	29.03% 36	29.03% 36	11.29% 14	124	3.13
One on one conversation with supervisor	30.65% 38	40.32% 50	17.74% 22	10.48% 13	0.81% 1	124	2.10

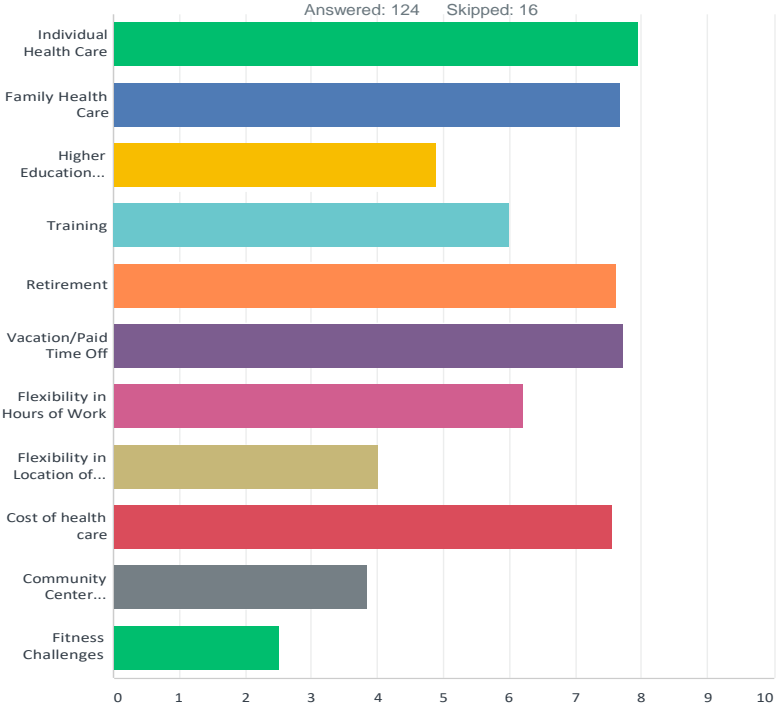
## Q29 What are your ideas for better communication and teamwork between all levels and all staff?

Answered: 124

Skipped: 16

- Department meetings
- Open door policy
- Month debriefs
- Count wide events for staff
- Semiannual-email and in-person updates

Q30 What is most important to you in your benefit package?



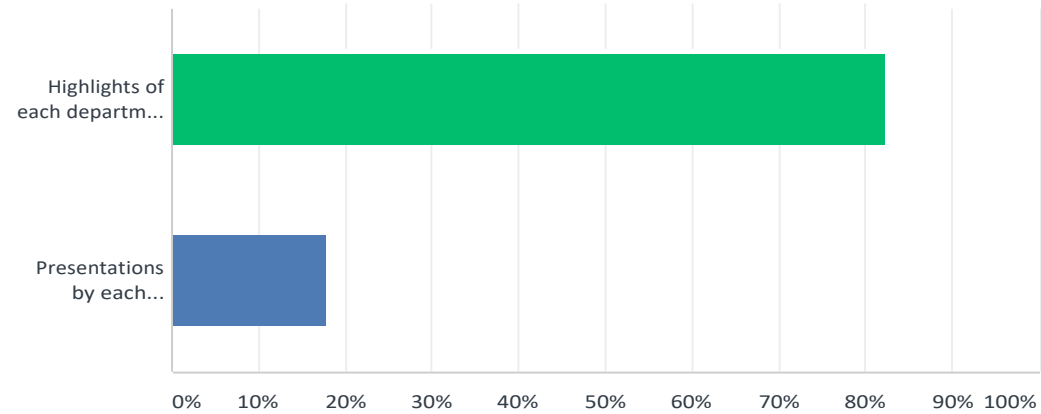
### Q30

	1	2	3	4	5	6	7	8	9	10	11	TOTAL
Health Care	31.45% 39	18.55% 23	10.48% 13	5.65% 7	4.84% 6	5.65% 7	1.61% 2	4.03% 5	4.84% 6	3.23% 4	9.68% 12	124
Family Health Care	27.42% 34	23.39% 29	9.68% 12	4.84% 6	2.42% 3	2.42% 3	5.65% 7	0.81% 1	6.45% 8	7.26% 9	9.68% 12	124
Higher Education Benefits	0.00% 0	2.42% 3	8.87% 11	4.03% 5	11.29% 14	11.29% 14	15.32% 19	13.71% 17	13.71% 17	14.52% 18	4.84% 6	124
Training	0.81% 1	3.23% 4	3.23% 4	20.16% 25	11.29% 14	19.35% 24	20.97% 26	10.48% 13	7.26% 9	1.61% 2	1.61% 2	124
Retirement	10.48% 13	14.52% 18	19.35% 24	12.10% 15	13.71% 17	14.52% 18	2.42% 3	3.23% 4	4.03% 5	4.03% 5	1.61% 2	124
Vacation/Paid Time Off	3.23% 4	10.48% 13	23.39% 29	18.55% 23	22.58% 28	12.10% 15	5.65% 7	2.42% 3	1.61% 2	0.00% 0	0.00% 0	124
Flexibility in Hours of Work	8.87% 11	4.03% 5	4.84% 6	8.06% 10	14.52% 18	15.32% 19	16.94% 21	17.74% 22	7.26% 9	1.61% 2	0.81% 1	124
Flexibility in Location of Work (Telecommute)	0.81% 1	1.61% 2	1.61% 2	5.65% 7	3.23% 4	7.26% 9	12.10% 15	23.39% 29	20.16% 25	12.90% 16	11.29% 14	124
Cost of health care	13.71% 17	17.74% 22	14.52% 18	13.71% 17	8.87% 11	5.65% 7	5.65% 7	8.06% 10	8.06% 10	1.61% 2	2.42% 3	124
Community Center Membership	0.81% 1	2.42% 3	2.42% 3	5.65% 7	4.84% 6	4.84% 6	10.48% 13	9.68% 12	16.94% 21	37.90% 47	4.03% 5	124
Fitness Challenges	2.42% 3	1.61% 2	1.61% 2	1.61% 2	2.42% 3	1.61% 2	3.23% 4	6.45% 8	9.68% 12	15.32% 19	54.03% 67	124



## Q31 How can we create a better understanding of what our offices and departments do?

Answered: 124 Skipped: 16



ANSWER CHOICES	RESPONSES	
Highlights of each department and office throughout the year	82.26%	102
Presentations by each department and office	17.74%	22
TOTAL		124

- Spotlight department/office work
- One-page summary on web site
- Newsletter