

Civil Division (DOJ)

Index Score: 80.4 (Ranked #2 out of varied totals)

To represent the United States, its departments and agencies, Members of Congress, Cabinet officers and other federal employees. The Civil Division's litigation reflects the diversity of government activities, involving, for example, the defense of challenges to Presidential actions; national security issues; benefit programs; energy policies; commercial issues such as contract disputes, banking insurance, patents, fraud, and debt collection; all manner of accident and liability claims; and criminal violations of the immigration and consumer protection laws.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	84.8	3
Strategic Management	71.7	3
Teamwork	75.9	11
Effective Leadership	70.1	5
Effective Leadership - Empowerment	65.1	5
Effective Leadership - Fairness	66.2	10
Effective Leadership - Senior Leaders	72.2	1
Effective Leadership - Supervisors	72.5	23
Performance Based Rewards and Advancement	61.1	6
Training and Development	74.2	9
Support for Diversity	64.4	35
Pay	57.3	177
Family Friendly Culture and Benefits	30.9	165
Work/Life Balance	74.6	6

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	85.0	86.5	84.0	85.9	
Strategic Management	72.9	69.9	62.0	64.6	
Teamwork	80.0	77.5	75.7	78.4	
Effective Leadership	73.1	67.6	61.6	62.8	
Performance Based Rewards and Advancement	66.1	61.3	53.8	58.5	
Training and Development	75.9	70.9	64.0	64.7	
Support for Diversity	63.7	65.3	59.4	62.3	
Pay	67.0	54.4	57.8		
Family Friendly Culture and Benefits	35.3				
Work/Life Balance	78.3	72.0	63.1	58.7	

Index Scores

Year	Score
2011	80.4
2010	83.4
2009	81.1
2007	74.7
2005	73.0
2003	

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	81.7	3
Male	85.4	3
40 and over	83.2	2
Under 40	83.8	6
Asian	92.2	2
Black or African-American	78.7	13
Hispanic or Latino		
Multi-racial		
White	85.8	2
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	80.9				
Male	89.2				
40 and over	83.9	76.7			
Under 40	87.6	84.7			
Asian					
Black or African-American	72.7				
Hispanic or Latino		85.7			
Multi-racial		79.1			
White	90.3	84.4			
American Indian or Native American		62.8			

Staff/Manager Alignment

Score: 16

More Aligned / More Satisfied:


This agency has *Best Places* Index scores that exceed government-wide norms, as well as greater-than-normal alignment between staff and managers on key workforce issues. These results suggest that an agency is well positioned to maintain and improve on current efforts and to recognize shared challenges in order to better address them.

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	985	972								

Employees joined (2009): 


Percentage joined (2009): 

Average joined (2004-2009): 

Employees left (2009): 

Percentage left (2009): 

Average left (2004-2009): 

Rookie ratio (percentage of workforce with less than three years of service): 

More About the Agency

Headquartered in Washington, D.C.

<http://www.usdoj.gov/civil/home.html>