
Tax Division (DOJ)

Index Score: 80.1 (Ranked #5 out of varied totals)

To handle or supervise civil and criminal matters that arise under the internal revenue laws.

Scores and Rankings by Class

| Class | 2011 Score | Rank (out of varied totals) |
|---|------------|-----------------------------|
| Employee Skills/Mission Match | 84.7 | 5 |
| Strategic Management | 64.5 | 23 |
| Teamwork | 76.4 | 9 |
| Effective Leadership | 66.1 | 16 |
| Effective Leadership - Empowerment | 64.1 | 7 |
| Effective Leadership - Fairness | 63.8 | 18 |
| Effective Leadership - Senior Leaders | 66.9 | 8 |
| Effective Leadership - Supervisors | 67.3 | 89 |
| Performance Based Rewards and Advancement | 56.3 | 24 |
| Training and Development | 67.9 | 28 |
| Support for Diversity | 58.9 | 116 |
| Pay | 59.2 | 162 |
| Family Friendly Culture and Benefits | 33.8 | 143 |
| Work/Life Balance | 69.5 | 21 |

| Scores by Class | 2010 | 2009 | 2007 | 2005 | 2003 |
|---|------|------|------|------|------|
| Employee Skills/Mission Match | 84.4 | 85.4 | 82.2 | 80.2 | |
| Strategic Management | 68.6 | 63.9 | 58.3 | 51.2 | |
| Teamwork | 74.9 | 75.4 | 72.5 | 75.1 | |
| Effective Leadership | 67.0 | 63.6 | 56.2 | 54.8 | |
| Performance Based Rewards and Advancement | 57.3 | 52.3 | 48.5 | 46.6 | |
| Training and Development | 68.2 | 65.8 | 62.8 | 65.3 | |
| Support for Diversity | 58.6 | 53.0 | 52.8 | 44.7 | |
| Pay | 67.6 | 52.6 | 50.9 | | |
| Family Friendly Culture and Benefits | 35.7 | | | | |
| Work/Life Balance | 72.2 | 68.2 | 67.4 | 65.5 | |

Index Scores

| Year | Score |
|------|-------|
| 2011 | 80.1 |
| 2010 | 76.5 |
| 2009 | 77.2 |
| 2007 | 70.6 |
| 2005 | 66.9 |
| 2003 | |

Scores and Rankings by Demographic

| Demographic | Score | Rank (out of varied totals) |
|--|-------|-----------------------------|
| Female | 79.4 | 8 |
| Male | 85.8 | 2 |
| 40 and over | 82.1 | 3 |
| Under 40 | 84.7 | 5 |
| Asian | | |
| Black or African-American | 74.1 | 37 |
| Hispanic or Latino | | |
| Multi-racial | | |
| White | 85.0 | 3 |
| American Indian or Native American | | |

| Scores by Demographic | 2010 | 2009 | 2007 | 2005 | 2003 |
|--|------|------|------|------|------|
| Female | 76.5 | | | | |
| Male | 80.9 | | | | |
| 40 and over | 77.2 | 69.4 | | | |
| Under 40 | 81.8 | 84.6 | | | |
| Asian | | | | | |
| Black or African-American | 75.0 | | | | |
| Hispanic or Latino | | 83.7 | | | |
| Multi-racial | | 75.4 | | | |
| White | 79.7 | 81.6 | | | |
| American Indian or Native American | | 58.0 | | | |

Staff/Manager Alignment

Score: -2

Less Aligned / More Satisfied:


Agencies in this group have *Best Places* Index scores that exceed government-wide norms, but less-than-normal alignment between staff and managers on key workforce issues. Despite good scores on the *Best Places* index, agencies in this group should therefore examine the areas of high disconnect between staff and managers.

Workforce Size and Trends

| | | | | | | | | | | |
|-------------------------|------|------|------|------|------|------|------|------|------|------|
| Number of Employees in: | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
| | 521 | 499 | | | | | | | | |


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/tax/>