

**Office of the Administrator, Office of Enforcement Compliance Assurance, OGC - OIG - CFO - Offices of International Affairs and Environmental Information, Office of Administration and Resources Management, Office of Water, Office of Solid Waste and Emergency Response, Office of Air and Radiation, Office for Prevention Pesticides and Toxic Substances, Office of Research and Development, Region 1 - Boston, Region 2 - New York, Region 3 - Philadelphia, Region 4 - Atlanta, Region 5 - Chicago, Region 6 - Dallas, Region 7 - Kansas City, Region 8 - Denver, Region 9 - San Francisco, Region 10 - Seattle, All Other Components**

Index Score: 67.9 (Ranked #12 out of varied totals)

To protect human health and the environment. The Environmental Protection Agency leads the nation's environmental science, research, education and assessment efforts, runs programs to control and reduce pollution and works with other federal agencies, state and local governments and Native American tribal nations to conduct environmental research and set environmental standards.

**Scores and Rankings by Class**

Class	2011 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	77.6	20
<a href="#">Strategic Management</a>	56.7	18
<a href="#">Teamwork</a>	66.1	11
<a href="#">Effective Leadership</a>	55.8	14
<a href="#">Effective Leadership - Empowerment</a>	51.3	10
<a href="#">Effective Leadership - Fairness</a>	51.8	19
<a href="#">Effective Leadership - Senior Leaders</a>	48.5	17
<a href="#">Effective Leadership - Supervisors</a>	67.2	9
<a href="#">Performance Based Rewards and Advancement</a>	49.3	9
<a href="#">Training and Development</a>	60.0	16
<a href="#">Support for Diversity</a>	59.7	14
<a href="#">Pay</a>	68.0	5
<a href="#">Family Friendly Culture and Benefits</a>	48.6	5
<a href="#">Work/Life Balance</a>	61.1	17

Scores by Class	2010	2009	2007	2005	2003
<a href="#">Employee Skills/Mission Match</a>	77.3	78.8	77.6	77.8	77.9
<a href="#">Strategic Management</a>	56.3	58.6	56.2	57.0	56.2
<a href="#">Teamwork</a>	65.3	73.0	71.0	71.2	65.0
<a href="#">Effective Leadership</a>	55.0	53.9	52.0	53.3	49.8
<a href="#">Performance Based Rewards and Advancement</a>	49.6	52.4	48.7	51.6	45.7
<a href="#">Training and Development</a>	60.4	62.5	60.6	62.5	57.4
<a href="#">Support for Diversity</a>	59.1	64.4	61.3	64.1	64.2
<a href="#">Pay</a>	73.2	70.6	70.4		
<a href="#">Family Friendly Culture and Benefits</a>	51.0				
<a href="#">Work/Life Balance</a>	62.1	64.3	63.1	64.9	66.9

## Index Scores

Year	Score
2011	67.9
2010	68.8
2009	68.2
2007	65.5
2005	67.8
2003	62.9

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	70.3	10
<a href="#">Male</a>	69.5	11
<a href="#">40 and over</a>	68.7	11
<a href="#">Under 40</a>	75.1	7
<a href="#">Asian</a>	73.4	11
<a href="#">Black or African-American</a>	67.7	14
<a href="#">Hispanic or Latino</a>	67.7	12
<a href="#">Multi-racial</a>	62.0	10
<a href="#">White</a>	71.0	10
<a href="#">American Indian or Native American</a>	66.1	4

Scores by Demographic	2010	2009	2007	2005	2003
<a href="#">Female</a>	70.5	63.7			
<a href="#">Male</a>	70.1	68.0			
<a href="#">40 and over</a>	69.1	68.0			
<a href="#">Under 40</a>	76.2	68.5			
<a href="#">Asian</a>	70.5	69.8			
<a href="#">Black or African-American</a>	68.8	56.6			
<a href="#">Hispanic or Latino</a>	70.5	69.4			
<a href="#">Multi-racial</a>	57.6	67.1			
<a href="#">White</a>	71.6	73.0			
<a href="#">American Indian or Native American</a>	68.2	67.8			

## Staff/Manager Alignment

**Score: -4**

### 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.

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## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	16,721	16,776	16,944	16,690	16,669	16,430	16,206	16,221	16,456	16,601

**Employees joined (2009):** 788

**Percentage joined (2009):** 4.70%

**Average joined (2004-2009):** 696

**Employees left (2009):** 589

**Percentage left (2009):** 3.50%

**Average left (2004-2009):** 736

**Rookie ratio (percentage of workforce with less than three years of service):** 10.00%

## More About the Agency

Headquartered in Washington, D.C.

Other Locations: Regional offices in Boston, MA; New York, NY; Philadelphia, PA; Atlanta, GA; Chicago, IL; Dallas, TX; Kansas City, MO; Denver, CO; San Francisco, CA and Seattle, WA, plus 16 laboratories nationwide.

<http://www.epa.gov/>

## Agency Subcomponents

[All Other Components \(EPA\)](#) - Score: 68.2

[Office for Prevention Pesticides and Toxic Substances \(EPA\)](#) - Score: 64.4

[Office of Administration and Resources Management \(EPA\)](#) - Score: 65.5

[Office of Air and Radiation \(EPA\)](#) - Score: 66.0

[Office of Enforcement Compliance Assurance \(EPA\)](#) - Score: 57.0

[Office of Research and Development \(EPA\)](#) - Score: 63.7

[Office of Solid Waste and Emergency Response \(EPA\)](#) - Score: 65.5

[Office of the Administrator \(EPA\)](#) - Score: 62.1

[Office of Water \(EPA\)](#) - Score: 65.6

[OGC - OIG - CFO - Offices of International Affairs and Environmental Information \(EPA\)](#) - Score: 65.7

[Region 1 - Boston \(EPA\)](#) - Score: 77.8

[Region 10 - Seattle \(EPA\)](#) - Score: 73.1

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[Region 2 - New York \(EPA\)](#) - Score: 71.9  
[Region 3 - Philadelphia \(EPA\)](#) - Score: 77.9  
[Region 4 - Atlanta \(EPA\)](#) - Score: 63.5  
[Region 5 - Chicago \(EPA\)](#) - Score: 69.2  
[Region 6 - Dallas \(EPA\)](#) - Score: 73.3  
[Region 7 - Kansas City \(EPA\)](#) - Score: 69.6  
[Region 8 - Denver \(EPA\)](#) - Score: 73.2  
[Region 9 - San Francisco \(EPA\)](#) - Score: 75.8