

Region 1 - Boston (EPA)

Index Score: 77.8 (Ranked #9 out of varied totals)

To work with the state, local, and tribal governments of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont to carry out U.S. environmental laws. Develop, propose, and implement an approved regional program for comprehensive and integrated environmental protection activities.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	81.2	37
Strategic Management	57.1	125
Teamwork	67.1	98
Effective Leadership	58.4	73
Effective Leadership - Empowerment	56.2	39
Effective Leadership - Fairness	56.8	85
Effective Leadership - Senior Leaders	52.1	88
Effective Leadership - Supervisors	66.6	103
Performance Based Rewards and Advancement	49.9	83
Training and Development	57.5	157
Support for Diversity	64.0	38
Pay	62.9	115
Family Friendly Culture and Benefits	50.3	21
Work/Life Balance	65.0	59

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	79.7	83.8	82.1	80.0	80.9
Strategic Management	55.6	55.2	52.7	53.1	59.5
Teamwork	66.7	71.5	69.5	71.7	67.3
Effective Leadership	57.2	53.3	53.8	54.2	53.2
Performance Based Rewards and Advancement	48.8	47.7	49.9	48.0	42.6
Training and Development	54.3	56.4	57.2	57.9	57.9
Support for Diversity	61.4	66.6	65.1	65.1	68.8
Pay	72.9	69.0	72.1		
Family Friendly Culture and Benefits	51.4				
Work/Life Balance	62.3	65.5	63.3	66.6	66.8

Index Scores

Year	Score
2011	77.8
2010	78.8
2009	76.1
2007	72.8
2005	73.7
2003	68.9

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	79.0	10
Male	80.1	9
40 and over	80.1	7
Under 40	83.1	10
Asian		
Black or African-American		
Hispanic or Latino		
Multi-racial		
White	80.4	10
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	78.8				
Male	81.5				
40 and over	79.8	75.3			
Under 40	82.9	76.7			
Asian					
Black or African-American					
Hispanic or Latino		75.4			
Multi-racial		73.6			
White	78.7	86.8			
American Indian or Native American					

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
	728	713								

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 Boston, MA

<http://www.epa.gov/region1/>