

Public Buildings Service, Office of the Chief Financial Officer, Federal Acquisition Service, All Other Components

Index Score: 68.7 (Ranked #10 out of varied totals)

To leverage the buying power of the federal government to acquire best value for taxpayers and federal customers. To exercise responsible asset management, deliver superior workplaces, quality acquisition services and expert business solutions, and develop innovative and effective management policies.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	77.9	19
Strategic Management	60.9	6
Teamwork	70.4	7
Effective Leadership	59.5	6
Effective Leadership - Empowerment	53.3	5
Effective Leadership - Fairness	56.2	9
Effective Leadership - Senior Leaders	55.1	7
Effective Leadership - Supervisors	68.8	7
Performance Based Rewards and Advancement	50.5	7
Training and Development	64.6	5
Support for Diversity	59.9	11
Pay	66.8	6
Family Friendly Culture and Benefits	48.1	6
Work/Life Balance	67.4	3

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	78.4	78.0	77.7	79.3	79.1
Strategic Management	62.3	61.1	60.9	64.3	62.9
Teamwork	70.2	73.4	74.3	76.9	72.3
Effective Leadership	59.2	56.7	56.2	59.0	56.1
Performance Based Rewards and Advancement	52.6	49.0	46.7	52.3	52.0
Training and Development	67.6	67.4	66.1	68.3	65.0
Support for Diversity	60.7	62.7	60.7	62.6	61.0
Pay	74.7	66.6	69.6		
Family Friendly Culture and Benefits	51.6				
Work/Life Balance	67.8	67.0	67.9	71.0	70.6

Index Scores

Year	Score
2011	68.7
2010	69.8
2009	67.5
2007	65.7
2005	69.6
2003	65.5

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	73.4	6
Male	72.1	5
40 and over	70.9	7
Under 40	78.4	3
Asian	75.3	9
Black or African-American	71.6	8
Hispanic or Latino	81.5	2
Multi-racial	59.1	14
White	72.5	6
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	71.6	55.6			
Male	72.2	66.2			
40 and over	70.3	67.6			
Under 40	79.0	67.3			
Asian	78.6	69.4			
Black or African-American	70.8	54.9			
Hispanic or Latino	69.7	68.7			
Multi-racial	59.0	66.6			
White	72.7	70.4			
American Indian or Native American		67.2			

Staff/Manager Alignment

Score: -23

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
	13,879	13,857	12,211	12,249	12,312	11,875	11,738	11,742	12,235	12,554

Employees joined (2009): 1,042

Percentage joined (2009): 8.30%

Average joined (2004-2009): 908

Employees left (2009): 615

Percentage left (2009): 4.90%

Average left (2004-2009): 846

Rookie ratio (percentage of workforce with less than three years of service): 13.40%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: Boston, MA; New York, NY; Philadelphia, PA; Atlanta, GA; Chicago, IL; Kansas City, MO; Fort Worth, TX; Denver, CO; San Francisco, CA; Auburn, WA and Washington, D.C.

<http://www.gsa.gov>

Agency Subcomponents

[All Other Components \(GSA\)](#) - Score: 67.5

[Federal Acquisition Service \(GSA\)](#) - Score: 69.4

[Office of the Chief Financial Officer \(GSA\)](#) - Score: 64.0

[Public Buildings Service \(GSA\)](#) - Score: 68.9