

Federal Emergency Management Agency (DHS)

Index Score: 48.3 (Ranked #231 out of varied totals)

To reduce the loss of life and property and protect the nation from all hazards, including natural disasters, acts of terrorism and other man-made disasters, by leading and supporting the Nation in a risk-based, comprehensive emergency management system of preparedness, protection, response, recovery and mitigation.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	73.3	202
Strategic Management	50.6	215
Teamwork	58.3	218
Effective Leadership	45.2	223
Effective Leadership - Empowerment	38.2	219
Effective Leadership - Fairness	42.7	221
Effective Leadership - Senior Leaders	37.4	222
Effective Leadership - Supervisors	57.8	216
Performance Based Rewards and Advancement	39.4	217
Training and Development	48.1	218
Support for Diversity	50.2	219
Pay	63.3	107
Family Friendly Culture and Benefits	30.6	166
Work/Life Balance	54.1	208

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	71.2	76.4	74.8	76.9	
Strategic Management	51.0	52.3	48.4	52.8	
Teamwork	58.6	68.1	63.0	66.1	
Effective Leadership	50.2	46.0	43.4	47.2	
Performance Based Rewards and Advancement	44.0	41.4	39.8	46.6	
Training and Development	50.9	53.3	48.5	56.3	
Support for Diversity	52.7	53.3	50.0	52.3	
Pay	69.8	63.1	58.9		
Family Friendly Culture and Benefits	33.0				
Work/Life Balance	55.3	58.6	54.3	58.8	

Index Scores

Year	Score
2011	48.3
2010	55.9
2009	51.1
2007	47.5
2005	54.4
2003	

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	52.0	217
Male	51.5	219
40 and over	53.1	214
Under 40	47.3	213
Asian		
Black or African-American	59.6	156
Hispanic or Latino	52.7	126
Multi-racial	37.4	54
White	50.9	215
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	56.6				
Male	57.1				
40 and over	57.2	49.9			
Under 40	56.3	51.8			
Asian					
Black or African-American	66.2				
Hispanic or Latino		51.0			
Multi-racial		51.6			
White	55.1	48.7			
American Indian or Native American		54.6			

Staff/Manager Alignment

Score: 28

More Aligned / Less Satisfied:

Agencies in this group have *Best Places* Index scores that fall short of government-wide norms, but greater-than-normal alignment between managers and staff on key workforce issues. Despite weaker *Best Places* index scores, managers who recognize staff concerns may be more apt to support agency changes and drive related improvements.

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	2,163	2,189	2,261	2,277	2,277	2,213	2,538	3,373	4,130	4,463

Employees joined (2009): 454

Percentage joined (2009): 10.20%

Average joined (2004-2009): 381

Employees left (2009): 275

Percentage left (2009): 6.20%

Average left (2004-2009): 239

Rookie ratio (percentage of workforce with less than three years of service): 20.20%

More About the Agency

Headquartered in Washington, D.C.

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

Footnote: FEMA, an independent agency in 2003, ranked last out of 28 agencies.