

Office of the Secretary of the Interior, Bureau of Land Management, Bureau of Indian Affairs, Bureau of Reclamation, U.S. Geological Survey, National Park Service, U.S. Fish and Wildlife Service, Office of the Solicitor, Office of Surface Mining Reclamation and Enforcement, Bureau of Ocean Energy Management, Regulation and Enforcement, Office of the Inspector General, Office of the Special Trustee

Index Score: 62.9 (Ranked #18 out of varied totals)

To protect and provide access to our nation's natural and cultural heritage and to honor the country's responsibilities to Indian tribes and island communities. The Department of the Interior's duties include managing federal lands, such as national parks and forests, running hydroelectric power systems and promoting the conservation of natural resources.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	78.7	13
Strategic Management	52.5	24
Teamwork	61.3	27
Effective Leadership	51.9	24
Effective Leadership - Empowerment	47.5	18
Effective Leadership - Fairness	51.3	23
Effective Leadership - Senior Leaders	44.0	25
Effective Leadership - Supervisors	62.2	22
Performance Based Rewards and Advancement	45.7	17
Training and Development	57.3	22
Support for Diversity	54.6	26
Pay	59.7	18
Family Friendly Culture and Benefits	34.8	21
Work/Life Balance	55.6	27

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	79.0	78.1	77.6	78.5	80.0
Strategic Management	52.9	52.6	52.2	53.3	58.7
Teamwork	62.2	68.2	67.6	68.8	66.1
Effective Leadership	52.9	49.0	47.9	48.8	49.8
Performance Based Rewards and Advancement	47.2	44.2	42.3	43.5	43.9
Training and Development	59.6	57.7	55.8	57.7	56.7
Support for Diversity	53.9	56.7	54.5	54.9	60.5
Pay	65.8	61.3	61.6		
Family Friendly Culture and Benefits	37.1				
Work/Life Balance	57.5	57.5	57.5	59.5	63.1

Index Scores

Year	Score
2011	62.9
2010	65.4

2009	61.1
2007	59.1
2005	62.8
2003	62.0

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	65.5	15
Male	65.8	17
40 and over	65.1	16
Under 40	68.2	14
Asian	67.6	22
Black or African-American	69.8	10
Hispanic or Latino	62.4	24
Multi-racial	59.0	15
White	66.9	15
American Indian or Native American	60.4	9

Scores by Demographic	2010	2009	2007	2005	2003
Female	65.8	59.6			
Male	66.9	63.2			
40 and over	65.8	60.6			
Under 40	69.4	61.5			
Asian	70.3	61.1			
Black or African-American	60.1	56.7			
Hispanic or Latino	67.1	61.8			
Multi-racial	63.8	60.5			
White	67.7	63.7			
American Indian or Native American	63.0	58.1			

Staff/Manager Alignment

Score: 4

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
	57,525	58,857	59,318	59,100	58,310	56,745	55,530	55,336	56,460	57,177

Employees joined (2009): 3,588

Percentage joined (2009): 6.30%

Average joined (2004-2009): 3,178

Employees left (2009): 4,090

Percentage left (2009): 7.20%

Average left (2004-2009): 4,334

Rookie ratio (percentage of workforce with less than three years of service): 9.70%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: Anchorage, AK; Omaha, NE; Denver, CO; Oakland, CA; Philadelphia, PA; Atlanta, GA and Washington, D.C.

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

Agency Subcomponents

[Bureau of Indian Affairs \(Interior\)](#) - Score: 58.3

[Bureau of Land Management \(Interior\)](#) - Score: 61.2

[Bureau of Ocean Energy Management, Regulation and Enforcement \(Interior\)](#) - Score: 57.3

[Bureau of Reclamation \(Interior\)](#) - Score: 62.1

[National Park Service \(Interior\)](#) - Score: 61.0

[Office of Special Trustee \(Interior\)](#) - Score: 60.8

[Office of Surface Mining \(Interior\)](#) - Score: 61.0

[Office of the Inspector General \(Interior\)](#) - Score: 71.0

[Office of the Secretary of the Interior \(Interior\)](#) - Score: 61.7

[Office of the Solicitor \(Interior\)](#) - Score: 61.3

[U.S. Fish and Wildlife Service \(Interior\)](#) - Score: 70.9

[U.S. Geological Survey \(Interior\)](#) - Score: 67.7