

# Office of the Chief Financial Officer, Office of the Inspector General, Federal Investigative Service, Employee Services, HR Solutions, All Other Components

Index Score: 69.4 (Ranked #9 out of varied totals)

To build a high quality and diverse federal workforce, based on merit system principles, that America needs to guarantee freedom, promote prosperity and ensure the security of this great nation. OPM serves as the corporate human resources organization for the federal government.

## Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	79.8	8
<a href="#">Strategic Management</a>	60.8	7
<a href="#">Teamwork</a>	70.2	8
<a href="#">Effective Leadership</a>	60.5	5
<a href="#">Effective Leadership - Empowerment</a>	51.8	8
<a href="#">Effective Leadership - Fairness</a>	56.0	11
<a href="#">Effective Leadership - Senior Leaders</a>	55.9	6
<a href="#">Effective Leadership - Supervisors</a>	71.7	4
<a href="#">Performance Based Rewards and Advancement</a>	50.5	7
<a href="#">Training and Development</a>	62.6	9
<a href="#">Support for Diversity</a>	60.6	9
<a href="#">Pay</a>	69.2	4
<a href="#">Family Friendly Culture and Benefits</a>	49.7	4
<a href="#">Work/Life Balance</a>	67.4	3

Scores by Class	2010	2009	2007	2005	2003
<a href="#">Employee Skills/Mission Match</a>	79.3	79.0	76.4	76.2	77.6
<a href="#">Strategic Management</a>	57.8	59.3	56.6	53.9	60.5
<a href="#">Teamwork</a>	67.6	71.2	69.8	70.2	70.0
<a href="#">Effective Leadership</a>	56.4	54.0	49.3	47.3	51.4
<a href="#">Performance Based Rewards and Advancement</a>	47.9	45.0	40.7	39.6	47.6
<a href="#">Training and Development</a>	59.5	57.2	48.6	52.8	57.8
<a href="#">Support for Diversity</a>	56.3	56.4	54.7	56.1	61.4
<a href="#">Pay</a>	72.8	70.4	68.3		
<a href="#">Family Friendly Culture and Benefits</a>	46.9				
<a href="#">Work/Life Balance</a>	62.8	66.2	60.2	63.3	67.9

## Index Scores

Year	Score
2011	69.4
2010	65.8
2009	62.7
2007	54.9
2005	54.2
2003	62.7

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	70.8	9
<a href="#">Male</a>	69.9	9
<a href="#">40 and over</a>	69.1	10
<a href="#">Under 40</a>	74.3	9
<a href="#">Asian</a>	67.7	21
<a href="#">Black or African-American</a>	66.8	15
<a href="#">Hispanic or Latino</a>	71.9	8
<a href="#">Multi-racial</a>	62.5	9
<a href="#">White</a>	72.6	5
<a href="#">American Indian or Native American</a>		

Scores by Demographic	2010	2009	2007	2005	2003
<a href="#">Female</a>	67.6				
<a href="#">Male</a>	67.3	67.1			
<a href="#">40 and over</a>	67.1	62.7			
<a href="#">Under 40</a>	69.5	62.8			
<a href="#">Asian</a>	76.2	70.6			
<a href="#">Black or African-American</a>	66.6	48.8			
<a href="#">Hispanic or Latino</a>	72.4	64.8			
<a href="#">Multi-racial</a>	54.0	62.6			
<a href="#">White</a>	68.6	63.1			
<a href="#">American Indian or Native American</a>		59.8			

## Staff/Manager Alignment

**Score: -1**

### **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
	2,454	2,509	2,467	2,523	4,062	4,189	4,422	4,400	4,414	4,856

**Employees joined (2009):** 699

**Percentage joined (2009):** 14.40%

**Average joined (2004-2009):** 507

**Employees left (2009):** 266

**Percentage left (2009):** 5.50%

**Average left (2004-2009):** 366

**Rookie ratio (percentage of workforce with less than three years of service):** 16.90%

## More About the Agency

Headquartered in Washington, D.C.

Other Locations: California, Georgia, Illinois, Missouri and Pennsylvania

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

## Agency Subcomponents

[All Other Components \(OPM\)](#) - Score: 69.9

[Employee Services \(OPM\)](#) - Score: 71.0

[Federal Investigative Service \(OPM\)](#) - Score: 70.9

[HR Solutions \(OPM\)](#) - Score: 62.9

[Office of the Chief Financial Officer \(OPM\)](#) - Score: 47.0

[Office of the Inspector General \(OPM\)](#) - Score: 78.0