

# Office of Thrift Supervision, Alcohol and Tobacco Tax and Trade Bureau, Departmental Offices, Internal Revenue Service, Office of Inspector General, Financial Management Service, Bureau of the Public Debt, U.S. Mint, Financial Crimes Enforcement Network, Bureau of Engraving and Printing, Office of the Comptroller of the Currency, Office of the Inspector General for Tax Administration

Index Score: 67.9 (Ranked #12 out of varied totals)

To serve the American people and strengthen national security by managing the U.S. Government's finances effectively, promoting economic growth and stability, and ensuring the safety, soundness and security of the U.S. and international financial systems.

## Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	79.4	10
<a href="#">Strategic Management</a>	60.8	7
<a href="#">Teamwork</a>	71.4	5
<a href="#">Effective Leadership</a>	58.1	8
<a href="#">Effective Leadership - Empowerment</a>	47.6	16
<a href="#">Effective Leadership - Fairness</a>	58.6	5
<a href="#">Effective Leadership - Senior Leaders</a>	52.3	9
<a href="#">Effective Leadership - Supervisors</a>	68.9	6
<a href="#">Performance Based Rewards and Advancement</a>	51.2	6
<a href="#">Training and Development</a>	62.7	8
<a href="#">Support for Diversity</a>	63.0	6
<a href="#">Pay</a>	59.7	18
<a href="#">Family Friendly Culture and Benefits</a>	39.4	14
<a href="#">Work/Life Balance</a>	63.5	6

Scores by Class	2010	2009	2007	2005	2003
<a href="#">Employee Skills/Mission Match</a>	79.2	78.2	77.0	75.6	75.8
<a href="#">Strategic Management</a>	59.9	59.7	57.1	55.4	54.0
<a href="#">Teamwork</a>	70.6	73.0	73.6	74.0	69.8
<a href="#">Effective Leadership</a>	56.9	52.7	52.2	51.5	49.5
<a href="#">Performance Based Rewards and Advancement</a>	50.5	47.6	49.0	47.8	46.2
<a href="#">Training and Development</a>	62.5	61.7	61.8	60.3	53.8
<a href="#">Support for Diversity</a>	60.8	61.0	59.1	59.5	61.5
<a href="#">Pay</a>	63.8	60.2	63.3		
<a href="#">Family Friendly Culture and Benefits</a>	42.4				
<a href="#">Work/Life Balance</a>	64.3	65.8	64.7	65.9	62.0

## Index Scores

Year	Score
2011	67.9
2010	68.4

2009	63.3
2007	62.7
2005	58.6
2003	57.8

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	72.0	8
<a href="#">Male</a>	69.7	10
<a href="#">40 and over</a>	70.8	8
<a href="#">Under 40</a>	72.9	11
<a href="#">Asian</a>	70.3	17
<a href="#">Black or African-American</a>	72.0	6
<a href="#">Hispanic or Latino</a>	75.4	6
<a href="#">Multi-racial</a>	57.6	18
<a href="#">White</a>	71.0	10
<a href="#">American Indian or Native American</a>	59.2	12

Scores by Demographic	2010	2009	2007	2005	2003
<a href="#">Female</a>	71.3	47.5			
<a href="#">Male</a>	69.1	72.3			
<a href="#">40 and over</a>	69.9	63.9			
<a href="#">Under 40</a>	74.2	62.4			
<a href="#">Asian</a>	81.3	58.7			
<a href="#">Black or African-American</a>	67.3	57.2			
<a href="#">Hispanic or Latino</a>	73.5	63.7			
<a href="#">Multi-racial</a>	65.1	64.0			
<a href="#">White</a>	71.3	60.3			
<a href="#">American Indian or Native American</a>	59.5	65.4			

## Staff/Manager Alignment

**Score: 23**

### [More Aligned / More Satisfied:](#)

This agency has *Best Places* Index scores that exceed government-wide norms, as well as greater-than-normal alignment between staff and managers on key workforce issues. These results suggest that an agency is well positioned to maintain and improve on current efforts and to recognize shared challenges in order to better address them.

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## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	138,186	136,621	104,507	104,845	102,136	101,146	98,449	101,515	104,993	105,507

**Employees joined (2009):** 10,439

**Percentage joined (2009):** 9.90%

**Average joined (2004-2009):** 9,924

**Employees left (2009):** 9,050

**Percentage left (2009):** 8.60%

**Average left (2004-2009):** 9,988

**Rookie ratio (percentage of workforce with less than three years of service):** 14.80%

## More About the Agency

Headquartered in Washington, D.C.

Other Locations: 400 local IRS offices nationwide. Mints in Washington, D.C.; Philadelphia, PA; Denver, CO; San Francisco, CA and West Point, NY.

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

## Agency Subcomponents

[Alcohol and Tobacco Tax and Trade Bureau \(Treasury\)](#) - Score: 71.4

[Bureau of Engraving and Printing \(Treasury\)](#) - Score: 60.0

[Bureau of the Public Debt \(Treasury\)](#) - Score: 77.2

[Departmental Offices \(Treasury\)](#) - Score: 62.6

[Financial Crimes Enforcement Network \(Treasury\)](#) - Score: 54.6

[Financial Management Service \(Treasury\)](#) - Score: 63.3

[Internal Revenue Service \(Treasury\)](#) - Score: 67.6

[Office of Inspector General \(Treasury\)](#) - Score: 75.4

[Office of the Comptroller of the Currency \(Treasury\)](#) - Score: 79.4

[Office of the Inspector General for Tax Administration \(Treasury\)](#) - Score: 74.6

[Office of Thrift Supervision \(Treasury\)](#) - Score: 60.6

[U.S. Mint \(Treasury\)](#) - Score: 68.5