

Bureau of the Public Debt (Treasury)

Index Score: 77.2 (Ranked #10 out of varied totals)

To borrow the money needed to operate the federal government, account for the resulting debt, issue Treasury securities to refund maturing debt and raise new money.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	81.7	27
Strategic Management	68.2	9
Teamwork	76.6	7
Effective Leadership	63.8	24
Effective Leadership - Empowerment	58.0	25
Effective Leadership - Fairness	60.8	35
Effective Leadership - Senior Leaders	59.8	28
Effective Leadership - Supervisors	72.1	24
Performance Based Rewards and Advancement	55.6	27
Training and Development	75.0	6
Support for Diversity	68.9	12
Pay	73.0	17
Family Friendly Culture and Benefits	49.1	28
Work/Life Balance	77.3	3

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	82.5	82.4	79.1	79.9	80.1
Strategic Management	69.5	69.6	64.4	64.7	71.8
Teamwork	77.4	81.9	75.6	72.7	75.9
Effective Leadership	65.6	63.2	54.8	55.0	53.4
Performance Based Rewards and Advancement	54.8	53.8	51.9	49.4	50.5
Training and Development	75.1	73.3	67.3	70.6	70.5
Support for Diversity	69.6	70.9	64.9	64.9	68.1
Pay	80.2	74.9	74.5		
Family Friendly Culture and Benefits	50.6				
Work/Life Balance	79.9	80.2	76.6	75.7	79.8

Index Scores

Year	Score
2011	77.2
2010	80.6
2009	78.7
2007	71.8
2005	69.3
2003	71.7

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	80.6	6
Male	77.5	17
40 and over	78.1	10
Under 40	82.7	11
Asian		
Black or African-American	83.3	1
Hispanic or Latino		
Multi-racial		
White	79.8	12
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	83.4				
Male	77.3				
40 and over	80.2	83.6			
Under 40	84.3	70.5			
Asian					
Black or African-American					
Hispanic or Latino		79.4			
Multi-racial		78.0			
White	82.7	80.4			
American Indian or Native American					

Staff/Manager Alignment

Score: -36

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
	1,830	1,853	1,803	1,806	1,871	1,987	2,005	1,960	1,920	1,902

Employees joined (2009): 39

Percentage joined (2009): 2.10%

Average joined (2004-2009): 90

Employees left (2009): 69

Percentage left (2009): 3.60%

Average left (2004-2009): 105

Rookie ratio (percentage of workforce with less than three years of service): 10.10%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: Washington, D.C. and Parkersburg, WV

<http://www.publicdebt.treas.gov/>