

Office of the Comptroller of the Currency (Treasury)

Index Score: 79.4 (Ranked #6 out of varied totals)

To charter, regulate and supervise national banks to ensure a safe, sound and competitive national banking system that supports the citizens, communities and economy of the U.S. The Office of the Comptroller of the Currency also supervises federally licensed branches and agencies of foreign banks.

Scores and Rankings by Class

| Class | 2011 Score | Rank (out of varied totals) |
|-----------------------------------------------------------|------------|-----------------------------|
| Employee Skills/Mission Match | 82.1 | 18 |
| Strategic Management | 72.3 | 2 |
| Teamwork | 79.8 | 2 |
| Effective Leadership | 69.7 | 7 |
| Effective Leadership - Empowerment | 62.6 | 10 |
| Effective Leadership - Fairness | 71.4 | 3 |
| Effective Leadership - Senior Leaders | 66.7 | 9 |
| Effective Leadership - Supervisors | 75.5 | 8 |
| Performance Based Rewards and Advancement | 60.4 | 10 |
| Training and Development | 78.1 | 3 |
| Support for Diversity | 72.4 | 7 |
| Pay | 72.9 | 19 |
| Family Friendly Culture and Benefits | 50.1 | 22 |
| Work/Life Balance | 70.7 | 15 |

| Scores by Class | 2010 | 2009 | 2007 | 2005 | 2003 |
|-----------------------------------------------------------|------|------|------|------|------|
| Employee Skills/Mission Match | 82.0 | 79.5 | 82.4 | 81.6 | 79.4 |
| Strategic Management | 71.7 | 67.4 | 70.7 | 68.3 | 68.7 |
| Teamwork | 79.2 | 78.8 | 81.0 | 81.9 | 78.9 |
| Effective Leadership | 68.9 | 61.0 | 64.5 | 63.0 | 56.9 |
| Performance Based Rewards and Advancement | 59.4 | 52.2 | 58.3 | 54.7 | 49.1 |
| Training and Development | 79.6 | 72.5 | 77.8 | 75.6 | 68.0 |
| Support for Diversity | 76.9 | 74.6 | 78.9 | 79.2 | 75.2 |
| Pay | 76.0 | 61.3 | 66.0 | | |
| Family Friendly Culture and Benefits | 57.3 | | | | |
| Work/Life Balance | 73.4 | 69.9 | 72.8 | 72.1 | 68.1 |

Index Scores

| Year | Score |
|------|-------|
| 2011 | 79.4 |
| 2010 | 83.5 |
| 2009 | 75.2 |
| 2007 | 79.4 |
| 2005 | 77.7 |
| 2003 | 67.9 |

Scores and Rankings by Demographic

| Demographic | Score | Rank (out of varied totals) |
|----------------------------------------------------|-------|-----------------------------|
| Female | 81.0 | 4 |
| Male | 82.4 | 6 |
| 40 and over | 81.3 | 5 |
| Under 40 | 83.4 | 9 |
| Asian | 79.0 | 12 |
| Black or African-American | 82.0 | 4 |
| Hispanic or Latino | 78.6 | 17 |
| Multi-racial | | |
| White | 83.5 | 7 |
| American Indian or Native American | | |

| Scores by Demographic | 2010 | 2009 | 2007 | 2005 | 2003 |
|----------------------------------------------------|------|------|------|------|------|
| Female | 81.8 | | | | |
| Male | 86.7 | 76.8 | | | |
| 40 and over | 84.0 | 75.2 | | | |
| Under 40 | 85.6 | 75.3 | | | |
| Asian | 77.4 | 71.3 | | | |
| Black or African-American | 89.8 | | | | |
| Hispanic or Latino | 91.9 | 74.3 | | | |
| Multi-racial | | 74.1 | | | |
| White | 84.1 | 78.1 | | | |
| American Indian or Native American | | 83.7 | | | |

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.

Workforce Size and Trends

| Number of Employees in: | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 2,715 | 2,673 | 2,650 | 2,582 | 2,650 | 2,796 | 2,886 | 2,943 | 3,012 | 2,961 |

Employees joined (2009): 143

Percentage joined (2009): 4.80%

Average joined (2004-2009): 212

Employees left (2009): 206

Percentage left (2009): 7.00%

Average left (2004-2009): 183

Rookie ratio (percentage of workforce with less than three years of service): 14.20%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: Offices located throughout the United States

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