

## Department of Justice

Index Score: 69.3 (Ranked #9 out of varied totals)

To enforce the law and defend the interests of the United States according to the law, ensure public safety against foreign and domestic threats, provide federal leadership in preventing and controlling crime, seek just punishment for those guilty of unlawful behavior, and ensure fair and impartial administration of justice for all Americans.

### Scores and Rankings by Class

Class	2010 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	79.1	10
<a href="#">Strategic Management</a>	56.9	13
<a href="#">Teamwork</a>	64.4	16
<a href="#">Effective Leadership</a>	55.9	13
<a href="#">Effective Leadership - Empowerment</a>	50.7	11
<a href="#">Effective Leadership - Fairness</a>	54.0	13
<a href="#">Effective Leadership - Leaders</a>	51.1	10
<a href="#">Effective Leadership - Supervisors</a>	64.3	14
<a href="#">Performance Based Rewards and Advancement</a>	47.5	14
<a href="#">Training and Development</a>	62.4	9
<a href="#">Support for Diversity</a>	58.0	14
<a href="#">Pay</a>	66.5	15
<a href="#">Family Friendly Culture and Benefits</a>	31.2	26
<a href="#">Work/Life Balance</a>	61.1	19

Scores by Class	2009	2007	2005	2003
<a href="#">Employee Skills/Mission Match</a>	79.3	80.0	77.7	75.7
<a href="#">Strategic Management</a>	58.1	57.6	59.0	55.9
<a href="#">Teamwork</a>	71.1	70.1	70.2	64.5
<a href="#">Effective Leadership</a>	54.2	53.1	52.0	44.2
<a href="#">Performance Based Rewards and Advancement</a>	46.5	45.1	43.1	39.5
<a href="#">Training and Development</a>	62.7	62.1	60.9	52.7
<a href="#">Support for Diversity</a>	60.8	58.9	58.8	57.6
<a href="#">Pay</a>	65.1	66.8		
<a href="#">Family Friendly Culture and Benefits</a>				
<a href="#">Work/Life Balance</a>	63.2	62.0	60.8	58.4

### Index Scores

Year	Score
2010	69.3
2009	68.0
2007	69.0
2005	64.5
2003	56.8

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	73.9	4
<a href="#">Male</a>	72.4	6
<a href="#">40 and over</a>	72.9	4
<a href="#">Under 40</a>	73.1	10
<a href="#">Asian</a>	79.0	5
<a href="#">Black or African-American</a>	77.3	3
<a href="#">Hispanic or Latino</a>	75.0	6
<a href="#">Multi-racial</a>	64.0	7
<a href="#">White</a>	71.8	6
<a href="#">American Indian or Native American</a>	61.9	10

Scores by Demographic	2009	2007	2005	2003
<a href="#">Female</a>	69.2			
<a href="#">Male</a>	67.2			
<a href="#">40 and over</a>	67.6			
<a href="#">Under 40</a>	68.8			
<a href="#">Asian</a>	70.1			
<a href="#">Black or African-American</a>	65.6			
<a href="#">Hispanic or Latino</a>	71.0			
<a href="#">Multi-racial</a>	59.2			
<a href="#">White</a>	68.7			
<a href="#">American Indian or Native American</a>	67.3			

## Staff/Manager Alignment

**Score: 12**

### [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
	121,111	122,941	97,136	98,982	100,447	102,256	102,722	104,288	108,355

**Employees joined (2009):** 7,515

**Percentage joined (2009):** 6.90%

**Average joined (2004-2009):** 5,561

**Employees left (2009):** 4,498

**Percentage left (2009):** 4.20%

**Average left (2004-2009):** 4,979

**Rookie ratio (percentage of workforce with less than three years of service):** 11.10%

## More About the Agency

Headquartered in Washington, D.C.

Other Locations: Offices for FBI, DEA, U.S. Marshals, ATF, Federal Prison System, and U.S. Attorneys nationwide

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

## Agency Subcomponents

[All Other Components \(DOJ\)](#) - Score: 67.6

[Anti Trust Division \(DOJ\)](#) - Score: 74.7

[Bureau of Alcohol, Tobacco, Firearms, and Explosives \(DOJ\)](#) - Score: 71.9

[Bureau of Prisons/Federal Prison System \(DOJ\)](#) - Score: 65.1

[Civil Division \(DOJ\)](#) - Score: 83.4

[Civil Rights Division \(DOJ\)](#) - Score: 66.8

[Criminal Division \(DOJ\)](#) - Score: 64.6

[Drug Enforcement Administration \(DOJ\)](#) - Score: 72.4

[Environment and Natural Resources Division \(DOJ\)](#) - Score: 86.7

[Executive Office for Immigration Review \(DOJ\)](#) - Score: 63.1

[Executive Office of U.S. Attorneys and U.S. Attorneys \(DOJ\)](#) - Score: 79.3

[Federal Bureau of Investigation \(DOJ\)](#) - Score: 69.0

[Justice Management Division \(DOJ\)](#) - Score: 69.3

[National Drug Intelligence Center \(DOJ\)](#) - Score: 63.5

[Office of Justice Programs \(DOJ\)](#) - Score: 57.8

[Office of the Inspector General \(DOJ\)](#) - Score: 66.4

[Tax Division \(DOJ\)](#) - Score: 76.5

[U.S. Marshals Service \(DOJ\)](#) - Score: 72.1

[U.S. Trustees Program \(DOJ\)](#) - Score: 63.5