Best Places to Work in the Federal Government®

The *Best Places to Work* rankings — the most comprehensive and authoritative rating of employee satisfaction and commitment in the federal government — are produced by the Partnership for Public Service.

2012 Agency Report
Federal Investigative Service (OPM)

Mission: To provide background investigations and services, supporting over 90 Federal agencies' personnel security programs.

Scores and Rankings

	Score	Rank (out of varied totals)
Index Score	**68.4**	**57**

Category	Score	Rank (out of varied totals)
Effective Leadership	57.8	101
Effective Leadership - Empowerment	45.8	203
Effective Leadership - Fairness	57.3	96
Effective Leadership - Senior Leaders	52.6	94
Effective Leadership - Supervisors	69.3	68
Employee Skills/Mission Match	80.3	56
Pay	68.6	33
Strategic Management	59.1	81
Teamwork	69.3	87
Training and Development	58.3	155
Work/Life Balance	70.9	26
Support for Diversity	56.7	177
Performance Based Rewards and Advancement	46.3	148
Alternative Work and Employee Support Programs		

Demographic	Score	Rank (out of varied totals)
Female	69.1	70
Male	69.7	86
40 and over	68.1	97
Under 40	73.1	52
American Indian or Native American		
Asian	65.2	72
Black or African-American	70.6	54
Hispanic or Latino	71.2	45
Multi-racial		
Native Hawaiian or Other Pacific Islander		
White	70.0	84
Employees with Disabilities	63.3	67
Veterans	72.1	36
Senior Executive Service (SES)		

Previous Years

	2011	2010	2009	2007	2005	2003
Index Score	**70.9**	**65.5**	**60.9**	**46.6**		

Scores by Category	2011	2010	2009	2007	2005	2003
Effective Leadership	59.6	53.5	51.1	42.5		
Effective Leadership - Empowerment	48.4	41.5	38.4	29.9		
Effective Leadership - Fairness	55.6	49.6	44.2	37.7		
Effective Leadership - Senior Leaders	54.1	49.9	47.3	38.0		
Effective Leadership - Supervisors	72.6	65.2	64.6	55.6		
Employee Skills/Mission Match	80.9	78.7	78.7	73.4		
Pay	73.0	75.8	73.5	73.4		
Strategic Management	60.9	58.3	58.3	53.6		
Teamwork	69.6	66.1	69.3	66.9		
Training and Development	61.8	58.1	53.8	37.9		
Work/Life Balance	71.1	64.4	68.8	56.7		
Support for Diversity	57.8	52.1	51.9	48.5		
Performance Based Rewards and Advancement	47.9	43.7	41.4	33.3		
Alternative Work and Employee Support Programs						

Scores by Demographic	2011	2010	2009	2007	2005	2003
Female	73.5	68.5	60.7			
Male	69.7	64.0	61.1			
40 and over	70.4	65.6	59.3			
Under 40	75.3	70.0	64.5			
American Indian or Native American						
Asian	65.6		60.1			
Black or African-American	70.2	71.6	60.9			
Hispanic or Latino	76.0	68.7	65.4			
Multi-racial			51.8			
Native Hawaiian or Other Pacific Islander						
White	72.6	66.6	61.9			
Employees with Disabilities						
Veterans						
Senior Executive Service (SES)						

Workforce Size and Trends

Number of Employees by Year
2011:
2010:
2009:
2008:
2007:
2006:
2005:
2004:
2003:
2002:
2001:

Employees joined (2011):

Percentage joined (2011):

Average joined (2004-2011):

Employees left (2011):

Percentage left (2011):

Average left (2004-2011):

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

More About the Agency

Headquartered in Boyers, PA
Other Locations: Tucson, AZ; Washington, D.C; Orlando, FL; Boston, MA; Ft. Meade, MD; Arlington, VA

http://www.opm.gov/investigate/index.aspx