

## Civil Division (DOJ)

Index Score: 81.1 (Ranked #3 out of varied totals)

To represent the United States, its departments and agencies, Members of Congress, Cabinet officers and other federal employees. The Civil Division's litigation reflects the diversity of government activities, involving, for example, the defense of challenges to Presidential actions; national security issues; benefit programs; energy policies; commercial issues such as contract disputes, banking insurance, patents, fraud, and debt collection; all manner of accident and liability claims; and criminal violations of the immigration and consumer protection laws.

### Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	86.5	2
<a href="#">Strategic Management</a>	69.9	6
<a href="#">Teamwork</a>	77.5	22
<a href="#">Effective Leadership</a>	65.5	6
<a href="#">Effective Leadership - Empowerment</a>	60.3	17
<a href="#">Effective Leadership - Fairness</a>	55.4	15
<a href="#">Effective Leadership - Leaders</a>	68.3	3
<a href="#">Effective Leadership - Supervisors</a>	72.9	14
<a href="#">Performance Based Rewards and Advancement</a>	61.3	8
<a href="#">Training and Development</a>	70.9	19
<a href="#">Support for Diversity</a>	65.3	57
<a href="#">Pay and Benefits</a>	68.9	111
<a href="#">Family Friendly Culture and Benefits</a>	33.1	206
<a href="#">Work/Life Balance</a>	72.0	13

Class	2007 Score	2005 Score	2003 Score
<a href="#">Employee Skills/Mission Match</a>	84.0	85.9	
<a href="#">Strategic Management</a>	62.0	64.6	
<a href="#">Teamwork</a>	75.7	78.4	
<a href="#">Effective Leadership</a>	59.8	61.0	
<a href="#">Performance Based Rewards and Advancement</a>	53.8	58.5	
<a href="#">Training and Development</a>	64.0	64.7	
<a href="#">Support for Diversity</a>	59.4	62.3	
<a href="#">Pay and Benefits</a>	69.9		
<a href="#">Family Friendly Culture and Benefits</a>	28.7		
<a href="#">Work/Life Balance</a>	63.1	58.7	

### Index Scores

Year	Score
2009	81.1
2007	74.7
2005	73.0
2003	

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	76.7	7
<a href="#">Male</a>	84.7	3
<a href="#">40 and over</a>	79.1	3
<a href="#">Under 40</a>	84.4	3
<a href="#">Asian</a>		
<a href="#">Black or African-American</a>	62.8	99
<a href="#">Hispanic or Latino</a>		
<a href="#">Multi-racial</a>		
<a href="#">White</a>	85.7	2

Scores by Demographic	2007 Score	2005 Score	2003 Score
<a href="#">Female</a>			
<a href="#">Male</a>			
<a href="#">40 and over</a>	72.8		
<a href="#">Under 40</a>	77.9		
<a href="#">Asian</a>			
<a href="#">Black or African-American</a>	60.6		
<a href="#">Hispanic or Latino</a>			
<a href="#">Multi-racial</a>			
<a href="#">White</a>	79.1		

## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	985	972	957	965	939	⊘	⊘	⊘

Employees joined (2008): ⊘

Percentage joined (2008): ⊘

Average joined (2004-2008): ⊘

Employees left (2008): ⊘

Percentage left (2008): ⊘

Average left (2004-2008): ⊘

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

## More About the Agency

Headquartered in Washington, D.C.

---

<http://www.usdoj.gov/civil/home.html>