

Region 3 - Philadelphia (EPA)

Index Score: 76.5 (Ranked #10 out of varied totals)

To work with the state, local, and tribal governments of Delaware, D.C., Maryland, Pennsylvania, Virginia, and West Virginia to carry out U.S. environmental laws. Develops, proposes, and implements an approved regional program for comprehensive and integrated environmental protection activities.

Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
Employee Skills/Mission Match	80.8	53
Strategic Management	64.9	25
Teamwork	76.2	35
Effective Leadership	57.8	41
Effective Leadership - Empowerment	61.2	13
Effective Leadership - Fairness	43.7	141
Effective Leadership - Leaders	50.2	87
Effective Leadership - Supervisors	74.1	10
Performance Based Rewards and Advancement	57.5	15
Training and Development	67.6	35
Support for Diversity	68.3	26
Pay and Benefits	69.3	105
Family Friendly Culture and Benefits	58.1	25
Work/Life Balance	68.3	42

Class	2007 Score	2005 Score	2003 Score
Employee Skills/Mission Match	77.3	78.4	78.2
Strategic Management	57.4	59.2	59.9
Teamwork	73.4	72.9	68.7
Effective Leadership	50.8	53.8	52.0
Performance Based Rewards and Advancement	48.0	54.0	46.4
Training and Development	61.8	61.9	59.2
Support for Diversity	64.9	69.7	67.1
Pay and Benefits	65.7		
Family Friendly Culture and Benefits	55.9		
Work/Life Balance	63.6	65.2	70.3

Index Scores

Year	Score
2009	76.5
2007	67.6
2005	73.7
2003	69.3

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	77.1	6
Male	76.0	14
40 and over	74.7	15
Under 40	85.2	2
Asian		
Black or African-American	79.8	3
Hispanic or Latino		
Multi-racial		
White	76.3	15

Scores by Demographic	2007 Score	2005 Score	2003 Score
Female			
Male			
40 and over	65.5		
Under 40	78.5		
Asian	69.0		
Black or African-American	69.7		
Hispanic or Latino			
Multi-racial			
White	67.0		

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	938	941	941	933	⊘	⊘	⊘	⊘

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 Philadelphia, PA

Other Locations: Field operations and laboratories in Wheeling, WV; Annapolis, MD; Fort George G. Meade, MD; and Pittsburgh, PA

<http://www.epa.gov/region3/>