
Region 9 - San Francisco (EPA)

Index Score: 77.8 (Ranked #8 out of varied totals)

To work with the state, local, and tribal governments of Arizona, California, Hawaii, Nevada, and the Pacific Islands 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	83.1	17
Strategic Management	67.7	12
Teamwork	76.7	31
Effective Leadership	58.4	37
Effective Leadership - Empowerment	63.4	7
Effective Leadership - Fairness	43.2	154
Effective Leadership - Leaders	51.0	79
Effective Leadership - Supervisors	74.8	9
Performance Based Rewards and Advancement	60.1	11
Training and Development	65.8	46
Support for Diversity	66.2	43
Pay and Benefits	62.7	178
Family Friendly Culture and Benefits	61.0	9
Work/Life Balance	64.1	110

Class	2007 Score	2005 Score	2003 Score
Employee Skills/Mission Match	85.1	82.2	82.2
Strategic Management	68.4	66.1	63.2
Teamwork	78.2	76.1	67.6
Effective Leadership	58.8	60.3	53.8
Performance Based Rewards and Advancement	57.2	57.5	48.9
Training and Development	68.1	65.2	56.8
Support for Diversity	68.4	72.0	70.2
Pay and Benefits	68.3		
Family Friendly Culture and Benefits	58.4		
Work/Life Balance	63.3	64.5	70.1

Index Scores

Year	Score
2009	77.8
2007	79.7
2005	79.5
2003	71.9

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	77.9	4
Male	77.5	10
40 and over	77.0	9
Under 40	79.9	10
Asian	78.0	8
Black or African-American		
Hispanic or Latino	87.1	1
Multi-racial		
White	79.4	8

Scores by Demographic	2007 Score	2005 Score	2003 Score
Female			
Male			
40 and over	79.3		
Under 40	81.2		
Asian			
Black or African-American	73.1		
Hispanic or Latino			
Multi-racial			
White	80.9		

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	847	854	878	865	⊘	⊘	⊘	⊘

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 San Francisco, CA

Other Locations: Laboratory in Richmond, CA; outreach offices in San Diego, CA and Honolulu, HI; and a field office in Los Angeles, CA

<http://www.epa.gov/region9/>