

Surface Transportation Board

Index Score: 80.4 (Ranked #1 out of varied totals)

To resolve railroad rate and service disputes and review proposed railroad mergers. The STB serves as both an adjudicatory and a regulatory body. The agency has jurisdiction over railroad rate and service issues and rail restructuring transactions (mergers, line sales, line construction, and line abandonments); certain trucking company, moving van, and non-contiguous ocean shipping company rate matters; certain intercity passenger bus company structure, financial, and operational matters; and rates and services of certain pipelines not regulated by the Federal Energy Regulatory Commission.

Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
Employee Skills/Mission Match	80.4	15
Strategic Management	74.1	2
Teamwork	83.1	1
Effective Leadership	68.8	1
Effective Leadership - Empowerment	65.0	3
Effective Leadership - Fairness	56.4	3
Effective Leadership - Leaders	70.2	2
Effective Leadership - Supervisors	78.7	1
Performance Based Rewards and Advancement	63.6	2
Training and Development	75.3	2
Support for Diversity	70.4	4
Pay and Benefits	80.6	3
Family Friendly Culture and Benefits	48.0	15
Work/Life Balance	85.9	1

Class	2007 Score	2005 Score	2003 Score
Employee Skills/Mission Match			
Strategic Management			
Teamwork			
Effective Leadership			
Performance Based Rewards and Advancement			
Training and Development			
Support for Diversity			
Pay and Benefits			
Family Friendly Culture and Benefits			
Work/Life Balance			

Index Scores

Year	Score
2009	80.4
2007	
2005	
2003	

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female		
Male		
40 and over		
Under 40		
Asian		
Black or African-American		
Hispanic or Latino		
Multi-racial		
White		

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

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	⊘	⊘	138	127	127	129	129	131

Employees joined (2008): 10

Percentage joined (2008): ⊘

Average joined (2004-2008): 11

Employees left (2008): 8

Percentage left (2008): ⊘

Average left (2004-2008): 11

Rookie ratio (percentage of workforce with less than three years of service): 7.60%

More About the Agency

Headquartered in Washington, D.C.

<http://www.stb.dot.gov/>