**Department of Justice**

**Mission Statement:** “To enforce the law and defend the interests of the United States according to the law; to ensure public safety against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans.” (Source: [justice.gov](http://justice.gov))

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**DEPARTMENTAL FACTS**

**EMPLOYEES**

112,829

**TOP 5 EMPLOYEE LOCATIONS**

1. **U.S. Suppressed:** 64,131
2. **D.C.:** 15,192
3. **Texas:** 3,727
4. **California:** 3,219
5. **Florida:** 2,055

**BUDGET INFORMATION**

[USASpending.gov](http://usaspending.gov) is an official website of the U.S. government that provides an interactive way to explore federal funding.

For DOJ profile: [usaspending.gov/#/agency/252](http://usaspending.gov/#/agency/252)

For FY 2020 spending by Agency: [usaspending.gov/#/explorer/agency](http://usaspending.gov/#/explorer/agency)

**EDUCATIONAL BACKGROUND**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>DOJ</th>
<th>Government-wide</th>
<th>U.S. Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below High School</td>
<td>147</td>
<td>39,880</td>
<td></td>
</tr>
<tr>
<td>High School or Equivalency</td>
<td>39,880</td>
<td>27,687</td>
<td>19.7%</td>
</tr>
<tr>
<td>Between HS &amp; Bachelors</td>
<td>17,026</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelors</td>
<td>27,687</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Masters</td>
<td>10,601</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctorate</td>
<td>1,833</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>15,655</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**EMPLOYEE DEMOGRAPHICS**

**EMPLOYEES AGES 20 TO 29**

| DOJ       | 8.5% |
| Government-wide | 6.8% |
| U.S. Labor Force | 19.7% |

**ATTRITION RATES** *(FY 2019)*

| DOJ       | 5.6% |
| Government-wide | 6.1% |

**EMPLOYEES ELIGIBLE FOR RETIREMENT**

- **End of Year 2019:**
  - **DOJ SES:** 52.0%
  - **DOJ all employees:** 40.1%
  - **Gov’t-wide SES:** 72.1%
  - **Gov’t-wide all employees:** 62.6%

- **End of Year 2023:**
  - **DOJ SES:** 17.6%
  - **DOJ all employees:** 18.1%
  - **Gov’t-wide SES:** 31.9%
  - **Gov’t-wide all employees:** 32.2%

**Note:** Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.

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Unless otherwise noted, all data are for full-time, nonseasonal, permanent employees as of December 2020. ([fedscope.opm.gov](http://fedscope.opm.gov))
DIVERSITY OF LEADERSHIP

CAREER SENIOR EXECUTIVE SERVICE BY SEX

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government-wide</td>
<td>35.5%</td>
<td>64.5%</td>
</tr>
<tr>
<td>DOJ</td>
<td>26.4%</td>
<td>73.6%</td>
</tr>
</tbody>
</table>

CAREER SENIOR EXECUTIVE SERVICE BY RACE AND ETHNICITY

<table>
<thead>
<tr>
<th></th>
<th>People of Color</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government-wide</td>
<td>22.6%</td>
<td>77.3%</td>
</tr>
<tr>
<td>DOJ</td>
<td>18.9%</td>
<td>81.1%</td>
</tr>
</tbody>
</table>

KEY LEADERSHIP VACANCIES

Key leadership positions include presidential appointments such as Cabinet secretaries, deputy and assistant secretaries, and other full-time critical leadership positions needing Senate confirmation.

See: Partnership for Public Service and Washington Post Political Appointee Tracker (ourpublicservice.org/political-appointee-tracker/)

SOCIAL MEDIA PRESENCE

TWITTER FOLLOWERS

1,952,727
twitter.com/TheJusticeDept

INSTAGRAM FOLLOWERS

55,436
instagram.com/thejusticedepartment

FACEBOOK FOLLOWERS

419,805
facebook.com/DOJ

LINKEDIN FOLLOWERS

110,022
linkedin.com/company/u-s-department-of-justice

Numbers are current as of March 3, 2021.
EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)

Employee engagement is defined as employee satisfaction, commitment, and willingness to put in discretionary effort.

See: Best Places to Work in the Federal Government® (bestplacestowork.org)

EMPLOYEE CONFIDENCE IN WHISTLEBLOWER PROTECTIONS

Percentage of respondents who agreed or strongly agreed that “I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.”

See: Best Places to Work in the Federal Government®

PERFORMANCE INDICATORS

2021 HIGH RISK AREAS

- Ensuring the effective protection of technologies critical to U.S. national security interests (multiple agencies).
- National efforts to prevent, respond to, and recover from drug misuse (multiple agencies).

See: Government Accountability Office 2021 High Risk List (gao.gov/highrisk/overview)
**PERFORMANCE INDICATORS**

(CONTINUED)

**GAO PRIORITY OPEN RECOMMENDATION IMPLEMENTATION RATE***

![Graph showing implementation rates for DOJ and Government-wide. DOJ: 86%, Government-wide: 77%.]

*Defined as the percentage of GAO's recommendations from 2014 that the agency has implemented as of November 2018.

See: Priority Open Recommendations, Department of Justice (gao.gov/assets/700/698610.pdf)

**IT MODERNIZATION**

The House Committee on Oversight and Reform issues report cards that grade each agency's compliance with the Federal Information Technology Acquisition Reform Act.


**TOP MANAGEMENT CHALLENGES**

![Checklist with number 9]


**AUTHORIZING LEGISLATION NEEDED**

Some programs lack reauthorization and continue to receive funding. Operating on a long-term basis without a reauthorization bill means that agencies lose an opportunity to obtain legislative changes addressing policy and programmatic challenges or to make adjustment to operate more effectively.