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2020 Best Places to Work in the Federal Government rankings show impact of COVID-19 pandemic on the federal workforce

The annual analysis by the Partnership for Public Service and Boston Consulting Group offers insights into the federal employee experience, the effects of the COVID-19 pandemic on the workforce and provides lessons about the future of federal work.

WASHINGTON – Federal agencies rose to meet the enormous challenges created by the deadly COVID-19 pandemic, providing personal and work-related support to employees, and finding new and innovative ways to deliver critical public services, according to the [2020 Best Places to Work in the Federal Government®](#) data.

The Best Places to Work findings, released today by the nonprofit, nonpartisan [Partnership for Public Service](#) and global management consulting firm [Boston Consulting Group](#), suggest that the majority of federal leaders understood and met the needs of the workforce during an extremely difficult time.

“The 2020 Best Places to Work data paints a picture of agencies that demonstrated agility and found creative ways for employees to successfully deliver on their missions in mostly remote settings while giving them the flexibility to meet their personal needs,” said Max Stier, the president and CEO of the Partnership for Public Service.

“This experience provides a unique opportunity for President Joe Biden and his administration to build on the lessons of the past year by placing a heightened focus on engaging employees and by addressing their workplace concerns, critical factors necessary for a well-functioning government,” Stier said. “The response to the pandemic also provides a pathway for the future of federal work that could involve greater reliance on telework, enhanced use of technology for internal operations and for the improved delivery of services to the public.”

Collectively, federal agencies posted a score of 86.1 out of 100 in the new Best Places to Work in the Federal Government COVID-19 category that measures employee views on the support they received during the pandemic and their work unit’s ability to deliver on the mission.

This positive response included employee opinions on whether their organizations supported their mental and physical well-being during the pandemic (88.6); whether they received the resources they needed to do their work (88.6); whether their agencies were able to successfully deliver on their missions in the midst of the crisis (85.8); and whether they had leaders who communicated effectively and prioritized their welfare (81.4).

Overall, the 2020 Best Places to Work government-wide employee engagement score was 69.0 points out of 100. This score, which measures employee satisfaction with their jobs and organizations, fell short of the private sector employee engagement rating of 77.0. The private sector data from employee research firm Mercer includes more than 8 million survey responses collected between 2016 and 2020 from a range of companies and industries.

Only 22 of the government's 71 large, mid-size and small agencies included in the Best Places to Work rankings scored above the private sector this year, including NASA, the Government Accountability Office, and the Peace Corps.

"The 2020 data makes clear that the federal government still has a lot of work to do to improve its competitiveness with the private sector as an employer of choice. The government must strive to meet or exceed the private sector when it comes to employee engagement," said Stier.

On a positive note for the government, 84.1% of federal employees said the people they work with cooperate to get their jobs done compared to 78.0% in the private sector, a 6.1 point difference. The surveys also show that 67% of federal employees are satisfied with their pay compared to 54% in the private sector, a 13-point difference in favor of the government.

"This past year we turned to the public sector to navigate us through an unprecedented crisis," said Danny Werfel, North America Public Sector Leader for Boston Consulting Group. "Through the highs and lows, one constant was the agility and resilience of career government employees. It is a reminder of the stakes if we fail to invest in our federal workforce and create an environment for them to succeed."

The top ranked Best Places to Work federal agencies in 2020 include the National Aeronautics and Space Administration, which has earned the top spot among large agencies for the ninth consecutive year. Among mid-sized agencies, the Government Accountability Office placed first followed by the Federal Trade Commission. The Congressional Budget Office topped the chart for small agencies while the Office of Inspector General at the Tennessee Valley Authority recorded the highest score among subcomponents.

Among the agencies that lost ground in the Best Places to Work rankings are the Department of Health and Human Services, which moved from second in 2019 to fourth in 2020 among large agencies; the U.S. Agency for International Development, which slipped from 14th to 19th in the mid-sized agency category; the Office of Management and Budget, which fell from sixth place to 29th among small agencies; and Citizenship and Immigration Services at the Department of Homeland Security, which moved from the top 25% of subcomponents in 2019 to the bottom 25% this year.

The top five agencies in each of the four groupings plus agencies with leading COVID-19 category scores will be honored at a virtual event on Tuesday, June 29, from 9:00 to 10:00 am ET. The event will feature remarks by Cabinet secretaries and spokespeople from the Partnership for Public Service and Boston Consulting Group. Registration for the event is available [here](#).

Among the federal organizations to take top honors are:

TOP FIVE LARGE AGENCIES	
#1	National Aeronautics and Space Administration
#2	Intelligence Community

#3	Department of Transportation
#4	Department of Health and Human Services
#5	Department of Commerce
TOP FIVE MIDSIZE AGENCIES	
#1	Government Accountability Office
#2	Federal Trade Commission
#3	Federal Energy Regulatory Commission
#4	Securities and Exchange Commission
#5	National Science Foundation
TOP FIVE SMALL AGENCIES	
#1	Congressional Budget Office
#2	Office of Special Counsel
#3	U.S. International Trade Commission
#4	Pension Benefit Guaranty Corporation
#5	Farm Credit Administration
TOP FIVE SUBCOMPONENTS	
#1	Office of Inspector General (TVA)
#2	Office of the General Counsel (FERC)
#3	Bureau of Competition - All (FTC)
#4	Office of Support Operations (SEC)
#5	Directorate for Biological Sciences (NSF)

For a complete list of this year's rankings and scores for all the agencies and subcomponents for which we have data, please see attached and visit bestplacestowork.org.

Key Best Places to Work Facts and Findings

- The 2020 Best Places to Work rankings include the views of employees from 482 federal agencies and subcomponents. This includes 17 large federal agencies, 25 midsize agencies, 29 small agencies and 411 subcomponents.
- The Best Places to Work data shows that effective leadership remains the key driver of employee engagement as it has been every year since the rankings were launched in 2003. The 2020 government-wide effective leadership score is only 64.2 out of 100, with senior leaders registering a score of just 57.8.

- During the peak of the COVID-19 pandemic, 59% of the federal survey respondents reported teleworking every day compared to just 3% before the pandemic. In addition, 78.4% of the respondents reported being satisfied with the telework program at their agency.
- The **Office of Management and Budget** dropped from sixth place in the 2019 small agency rankings to last place in 2020 among 29 agencies. OMB's score of 54.6 out of 100 was in sharp contrast to its Capitol Hill counterpart, the **Congressional Budget Office**, which placed first among small agencies with a score of 92.8.
- Two agencies on the frontlines during the COVID-19 pandemic, the **National Institutes of Health** and the **Centers for Disease Control and Prevention**, had vastly different employee experiences in 2020. NIH remained steady in the rankings, recording a Best Places to Work score of 81.7 out of 100 and placing 63 out of 411 agency subcomponents. The CDC had a score of 72.4, dropping from 81 in the 2019 rankings to 192 in 2020.
- The agencies receiving the highest ratings for being concerned about employee welfare, job resources, and maintaining continuity of operations during the pandemic were **National Aeronautics and Space Administration** (large agency) 95.1 out of 100; the **Federal Trade Commission** (mid-size agency) 96.4; and the **Farm Credit Administration** (small agency) 97.2.
- Based on how their agencies handled the COVID-19 work experience, 73.0% of survey respondents said they believe their organization will respond effectively to future emergencies.

The Best Places to Work in the Federal Government rankings, produced by the [Partnership for Public Service](#) and [Boston Consulting Group](#), offer the most comprehensive assessment of how federal public servants view their jobs and workplaces, providing employee perspectives on leadership, pay, innovation, work-life balance and other issues. Most of the data used to develop the Best Places to Work scores and rankings was collected by the Office of Personnel Management's annual [Federal Employee Viewpoint Survey](#), which was administered from Sept. 14 to Nov. 5, 2020 to permanent executive branch employees. Additional employee survey data was collected from 12 agencies, including the Department of Veterans Affairs and the Peace Corps. The rankings also incorporate responses from employees at the nation's intelligence agencies. This is the 15th edition of the Best Places to Work rankings, which began in 2003.

Due to changes to the 2020 Federal Employee Viewpoint Survey and the Partnership's method for calculating scores, the 2020 Best Places to Work results cannot be compared to previous years. To learn more about the Best Places to Work methodology, visit bestplacetowork.org/about/methodology.

During the past 19 years, the nonpartisan, nonprofit Partnership for Public Service has been dedicated to making the federal government more effective. We work across administrations to help transform the way government operates by increasing collaboration, accountability, efficiency and innovation. Visit ourpublicservice.org to learn more. Follow us on social @PublicService and subscribe today to get the latest federal news, information on upcoming Partnership programs and events, and more.

Boston Consulting Group

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The Best Places to Work in the Federal Government®

2020 Overall Rankings

The 2020 Best Places to Work in the Federal Government® rankings measure employee engagement government-wide as well as at 482 individual departments, agencies and subcomponents. The annual rankings, produced by the Partnership for Public Service and Boston Consulting Group, provide a means of holding leaders accountable for the health of their organizations, shining the spotlight on agencies that are successfully engaging employees as well as on those that are falling short. In 2020, the federal government-wide Best Places to Work employee engagement score is 69.0 out of 100, a 3.9-point increase from 2019. This comparison is based on a recalculation of our 2019 score using new methodology adopted this year.

The overall rankings are determined by an agency’s Best Places to Work employee engagement score. The score is derived from three questions in the Office of Personnel Management’s Federal Employee Viewpoint Survey. Visit bestplacestowork.org for more about the 2020 rankings and accompanying data.

Note About the 2020 Data

In 2020, the Partnership changed how it calculates the percentage of positive responses to the FEVS questions. Therefore, the 2020 scores should not be compared to scores from previous years. For more information, see the [Methodology section](#) of the Best Places to Work website.

Large Agencies

Rank	Agency	2020	2019
1	National Aeronautics and Space Administration	86.6	81.5
2	Intelligence Community	76.7	69.9
3	Department of Transportation	76.1	65.7
4	Department of Health and Human Services	75.3	71.4
5	Department of Commerce	74.9	69.6
6	Department of the Treasury	72.5	62.5
7	Office of the Secretary of Defense, Joint Staff, Defense Agencies, and Department of Defense Field Activities	71.4	62.8
8	Department of Veterans Affairs	70.0	65.3
9	Department of the Navy	69.9	61.7
10	Department of the Air Force	69.5	59.4
11	Department of the Army	69.2	63.7
12	Department of the Interior	67.3	62.2
13	Department of Justice	67.2	61.4
14	Department of State	65.6	61.3
15	Social Security Administration	64.5	59.8
16	Department of Agriculture	64.3	56.5
17	Department of Homeland Security	61.1	52.3

Midsize Agencies

Rank	Agency	2020	2019
1	Government Accountability Office	89.4	81.8
2	Federal Trade Commission	89.1	82.4
3	Federal Energy Regulatory Commission	87.2	82.8
4	Securities and Exchange Commission	85.7	77.4
5	National Science Foundation	84.2	75.7
6	General Services Administration	83.9	75.6
7	Federal Deposit Insurance Corporation	82.5	78.1
8	Smithsonian Institution	82.3	74.3
9	National Credit Union Administration	79.4	70.0
10	Federal Communications Commission	76.6	62.9
11	Department of Energy	75.4	68.2
12	Nuclear Regulatory Commission	74.5	70.0
13	Equal Employment Opportunity Commission	73.3	67.1
14	Department of Housing and Urban Development	71.3	59.9
15	Office of Personnel Management	71.1	67.1
15	Small Business Administration	71.1	64.5
17	National Archives and Records Administration	69.7	55.4
18	Department of Labor	69.2	61.8
19	U.S. Agency for International Development	68.7	65.4
20	Environmental Protection Agency	67.9	60.3
21	Court Services and Offender Supervision Agency	66.5	59.2
22	Consumer Financial Protection Bureau	63.5	58.4
23	Department of Education	57.9	43.7
24	National Labor Relations Board	54.7	48.1
25	U.S. Agency for Global Media	53.0	53.7

Small Agencies

Rank	Agency	2020	2019
1	Congressional Budget Office	92.8	--
2	Office of Special Counsel	86.5	76.0
3	U.S. International Trade Commission	86.4	85.8
4	Pension Benefit Guaranty Corporation	86.1	79.6
5	Farm Credit Administration	86.0	81.1
6	Peace Corps	84.8	80.7
7	Federal Maritime Commission	83.0	72.3
8	National Endowment for the Arts	82.2	78.8
9	Selective Service System	81.3	61.3
9	National Transportation Safety Board	81.3	75.4
11	Federal Mediation and Conciliation Service	80.5	73.8
12	Federal Housing Finance Agency	79.5	66.7
13	Surface Transportation Board	77.0	65.8
14	Federal Retirement Thrift Investment Board	72.7	62.5
15	Merit Systems Protection Board	72.3	70.7
16	Consumer Product Safety Commission	71.7	60.6
17	Export-Import Bank of the United States	69.3	45.9
18	Millennium Challenge Corporation	68.5	63.8
19	Railroad Retirement Board	68.4	63.6
20	Commodity Futures Trading Commission	67.9	60.9
21	Federal Election Commission	66.6	49.7
22	Office of the U.S. Trade Representative	66.3	64.0
23	National Gallery of Art	65.1	64.2
24	Federal Labor Relations Authority	64.6	41.8
25	National Endowment for the Humanities	64.4	67.3
26	U.S. International Development Finance Corporation	60.6	61.8
27	International Boundary and Water Commission	55.9	58.1
28	Corporation for National and Community Service	55.8	39.3
29	Office of Management and Budget	54.6	76.3

-- = Not available

Agency Subcomponents

Rank	Agency	2020	2019
1	Office of Inspector General (TVA)	96.2	95.7
2	Office of the General Counsel (FERC)	94.8	93.2
3	Bureau of Competition - All (FTC)	91.4	86.2
4	Office of Support Operations (SEC)	91.3	83.1
5	Directorate for Biological Sciences (NSF)	91.0	86.3
6	Division of Investment Management (SEC)	90.7	84.7
7	Office of General Counsel (SEC)	90.5	84.4
8	Office of Governmentwide Policy (GSA)	90.4	74.7
9	Bureau of Consumer Protection - All (FTC)	90.3	87.1
9	Region I (NRC)	90.3	87.1
11	Kennedy Space Center (NASA)	89.3	86.4
12	Office of Examination (FCA)	89.1	77.9
13	Office of Information Technology (PBGC)	88.7	78.9
14	Office of General Counsel (PBGC)	88.2	82.8
14	National Examination Program (SEC)	88.2	80.6
16	Office of Inspector General (HHS)	88.1	82.7
17	Marshall Space Flight Center (NASA)	87.8	82.3
18	Langley Research Center (NASA)	87.4	81.3
19	Office of the Executive Director - All (FTC)	87.3	68.8
19	Office of the Chief Financial Officer (GSA)	87.3	81.6
19	Armstrong Flight Research Center (NASA)	87.3	81.3
22	Office of the Executive Director (FERC)	87.2	87.4
23	Office of the General Counsel (GSA)	87.1	65.8
23	Glenn Research Center (NASA)	87.1	81.0
23	Alcohol and Tobacco Tax and Trade Bureau (Treasury)	87.1	87.4
26	Goddard Space Flight Center (NASA)	87.0	82.8
26	Stennis Space Center (NASA)	87.0	85.1
28	Office of Energy Projects (FERC)	86.9	80.3
29	Directorate for Computer & Information Sciences & Engineering (NSF)	86.7	77.5
29	Johnson Space Center (NASA)	86.7	80.7
31	Office of Human Resources Management (GSA)	86.6	63.9
32	National Enforcement Program (SEC)	86.5	78.2
33	Office of Benefits Administration (PBGC)	86.0	75.4
33	Office of Information & Resource Management (NSF)	86.0	79.8
35	GSA IT (GSA)	85.9	80.5
36	Federal Acquisition Service (GSA)	85.8	79.6
37	Office of Energy Market Regulation (FERC)	85.6	85.0
37	Directorate for Education & Human Resources (NSF)	85.6	79.9
39	Division of Bank Regulation (FHFA)	85.5	77.9
40	Office of the Inspector General (Interior)	84.9	79.4
41	Southern Region / AMAC (NCUA)	84.7	73.2

42	Office of Operations - All (ITC)	84.6	88.1
43	Office of Enforcement (FERC)	84.4	81.5
44	Directorate for Social, Behavioral & Economic Sciences (NSF)	84.3	76.8
45	Division of Trading and Markets (SEC)	84.2	76.7
46	Ames Research Center (NASA)	84.1	77.6
46	Division of Corporation Finance (SEC)	84.1	69.5
46	Office of Financial Management (SEC)	84.1	75.6
49	Bureau of Economic Analysis (Commerce)	84.0	77.4
50	Bureau of the Fiscal Service (Treasury)	83.8	73.6
51	Health Resources and Services Administration (HHS)	83.0	78.7
52	IRS Chief Counsel (Treasury)	82.8	73.3
53	Directorate for Engineering (NSF)	82.7	78.3
54	Public Buildings Service (GSA)	82.6	73.8
54	Office of Administrative Services (GSA)	82.6	69.3
54	Office of the Inspector General (USPS)	82.6	76.4
57	Directorate for Geosciences (NSF)	82.5	67.8
58	U.S. Army Audit Agency (Army)	82.4	74.5
58	Bureau of Ocean Energy Management (Interior)	82.4	76.4
58	Office of Administration (NRC)	82.4	78.0
61	Federal Highway Administration (DOT)	82.2	76.4
62	Office of the Inspector General (DOJ)	82.0	81.7
63	Veterans Employment and Training Services (DOL)	81.7	63.4
63	National Institutes of Health (HHS)	81.7	75.7
63	Naval Special Warfare Command (Navy)	81.7	76.9
66	National Institute of Standards and Technology (Commerce)	81.6	73.8
67	Directorate for Mathematical & Physical Sciences (NSF)	81.5	68.8
67	Office of Budget, Finance, and Award Management (NSF)	81.5	74.3
69	Tax Division (DOJ)	81.2	74.3
70	Bureau of Labor Statistics (DOL)	81.0	72.5
70	Office of Inspector General (SBA)	81.0	72.4
72	Region 1 - New England (EPA)	80.7	70.7
72	Division of Economic and Risk Analysis (SEC)	80.7	77.3
74	Headquarters (NASA)	80.6	75.0
75	Bonneville Power Administration (DOE)	80.5	72.6
76	Treasury Inspector General for Tax Administration (Treasury)	80.4	76.0
77	Western Area Power Administration (DOE)	80.2	74.7
77	HR Solutions (OPM)	80.2	76.1
79	Region 7 - Midwest (EPA)	80.0	70.7
80	Food and Drug Administration (HHS)	79.8	74.6
81	Office of the Chief Operating Officer (FHFA)	79.7	68.8
82	Eastern Region (NCUA)	79.6	63.6
83	U.S. Trustees Program (DOJ)	79.5	67.8
83	Office of the Inspector General (GSA)	79.5	69.7
83	Office of the Inspector General (DOT)	79.5	77.6

86	Agency for Healthcare Research and Quality (HHS)	79.3	65.1
87	Office of the Inspector General (DOD)	79.2	70.9
87	Office of the Comptroller of the Currency (Treasury)	79.2	70.7
89	Risk Management Agency (USDA)	79.1	66.2
90	Naval Information Warfare Systems Command (Navy)	78.9	68.7
91	Office of Human Resources (SEC)	78.8	83.1
92	U.S. Marshals Service (DOJ)	78.5	69.5
93	Centers for Medicare and Medicaid Services (HHS)	78.4	72.3
94	U.S. Special Operations Command (Army)	78.2	79.2
94	Defense Contract Audit Agency (DOD)	78.2	75.1
96	U.S. Army Corps of Engineers (Army)	78.0	73.4
96	Drug Enforcement Administration (DOJ)	78.0	70.1
98	Retirement Services (OPM)	77.8	68.2
99	Bureau of Alcohol Tobacco Firearms and Explosives (DOJ)	77.7	67.0
100	Office of Management & Administration (PBGC)	77.6	70.6
101	Office of Inspector General (ED)	77.5	75.0
101	Office of the General Counsel (SSA)	77.5	75.4
103	U.S. Army Acquisition Support Center (Army)	77.4	67.1
103	Strategic Systems Programs Office (Navy)	77.4	66.4
105	Office of General Counsel (SBA)	77.3	81.5
106	Bureau of Overseas Building Operations (State)	77.2	64.5
107	United States Coast Guard (DHS)	77.1	73.4
108	Defense Finance and Accounting Service (DOD)	77.0	70.0
108	Office of Nuclear Regulatory Research (NRC)	77.0	77.0
110	U.S. Army Space and Missile Defense Command (Army)	76.9	67.4
111	National Oceanic and Atmospheric Administration (Commerce)	76.8	68.2
111	Executive Office of U.S. Attorneys and U.S. Attorneys (DOJ)	76.8	72.8
113	Office of Managing Director (FCC)	76.7	68.2
114	Economic Development Administration (Commerce)	76.6	75.3
114	Federal Transit Administration (DOT)	76.6	68.9
116	Office of Nuclear Security and Incident Response (NRC)	76.5	64.4
116	Region III (NRC)	76.5	80.0
118	U.S. Army Human Resources Command (Army)	76.3	64.8
119	Federal Aviation Administration (DOT)	76.2	64.9
120	Office of Research and Development (EPA)	76.1	63.6
120	Region 6 - South Central (EPA)	76.1	66.2
122	Air Force Elements, U.S. Transportation Command (Air Force)	76.0	63.0
122	Pretrial Services Agency (CSOSA)	76.0	71.0
122	Division of Housing, Mission, and Goals (FHFA)	76.0	63.9
125	Office of Administrative Law Judges (DOL)	75.8	75.7
125	OFC / Field Operations (SBA)	75.8	63.7
127	Joint Recovery Personnel Agency (Air Force)	75.5	--
127	Defense Logistics Agency (DOD)	75.5	64.8
129	Air Force Office of Special Investigations (Air Force)	75.4	69.2

129	U.S. Army Forces Command (Army)	75.4	69.4
129	HQDA Field Operating Agencies and Staff Support Agencies (Army)	75.4	68.8
132	Office of Fair Housing and Equal Opportunity (HUD)	75.3	46.9
132	Office of General Counsel (HUD)	75.3	62.8
134	Office of the Chief Financial Officer (HUD)	75.2	65.1
135	Deputy Commissioner for Budget, Finance, Quality, Management (SSA)	75.1	72.1
136	Bureau of Industry and Security (Commerce)	75.0	56.9
136	Western Region (NCUA)	75.0	69.5
138	Federal Motor Carrier Safety Administration (DOT)	74.9	68.2
139	Office of the Under Secretary of Energy (DOE)	74.8	67.5
140	U.S. Military Academy (Army)	74.7	71.0
140	Criminal Division (DOJ)	74.7	66.6
140	Foreign Service Institute (State)	74.7	74.1
140	Central Office (VA)	74.7	64.9
144	Naval Reserve Force (Navy)	74.6	64.5
145	Defense Contract Management Agency (DOD)	74.5	68.4
145	Office of the Under Secretary For Science (DOE)	74.5	64.0
145	Bureau of International Security and Nonproliferation (State)	74.5	62.0
148	Headquarters (Air Force)	74.4	64.6
148	Region 4 - Southeast (EPA)	74.4	60.6
148	Office of Housing (HUD)	74.4	60.5
148	U.S. Mint (Treasury)	74.4	68.3
152	Defense Microelectronics Activity (DOD)	74.3	74.5
153	Installation and Mission Support (Air Force)	74.2	57.9
153	Bureau of Reclamation (Interior)	74.2	69.4
153	Office of Nuclear Reactor Regulation (NRC)	74.2	69.3
153	National Highway Traffic Safety Administration (DOT)	74.2	58.6
153	Office of Information Technology (SEC)	74.2	61.8
158	Division of Enforcement (CFTC)	74.1	60.0
159	Defense Information Systems Agency (DOD)	74.0	55.2
159	Occupational Safety and Health Administration (DOL)	74.0	64.6
161	Air Force Special Operations Command (Air Force)	73.9	70.6
161	Civil Division (DOJ)	73.9	71.4
161	Division of Enterprise Regulation (FHFA)	73.9	57.0
161	Naval Sea Systems Command (Navy)	73.9	65.6
165	Army Futures Command (Army)	73.8	68.5
166	Naval Facilities Engineering Command (Navy)	73.7	61.6
167	Air Force Elements, U.S. Special Operations Command (Air Force)	73.6	57.9
167	U.S. Census Bureau (Commerce)	73.6	66.5
167	Office of Programs (RRB)	73.6	68.8
170	Agency Services (NARA)	73.5	60.6
171	U.S. Army Test and Evaluation Command (Army)	73.4	66.0
171	U.S. Patent and Trademark Office (Commerce)	73.4	73.4
171	National Nuclear Security Administration (DOE)	73.4	68.4

171	Office of Hazard Identification and Reduction (CPSC)	73.4	--
175	Bureau of Education and Cultural Affairs (State)	73.2	58.4
176	National Security Division (DOJ)	73.1	58.7
176	Saint Lawrence Seaway Development Corporation (DOT)	73.1	69.7
178	Air Combat Command (Air Force)	73.0	64.7
178	Employee Benefits Security Administration (DOL)	73.0	63.3
178	Federal Law Enforcement Training Center (DHS)	73.0	65.8
178	Office of Inspector General (Treasury)	73.0	70.8
182	U.S. Army Training and Doctrine Command (Army)	72.9	67.0
182	Office of Public and Indian Housing (HUD)	72.9	60.8
184	Wage and Hour Division (DOL)	72.8	66.2
184	Office of Capital Access (SBA)	72.8	66.1
184	Bureau of Intelligence and Research (State)	72.8	70.0
187	Bureau of Safety and Environmental Enforcement (Interior)	72.7	68.9
187	The Board Staff of Chairman Ring (NLRB)	72.7	60.9
189	Bureau of Engraving and Printing (Treasury)	72.6	69.8
190	Defense Security Cooperation Agency (DOD)	72.5	--
190	Uniformed Services University of the Health Sciences (DOD)	72.5	57.4
192	Air National Guard Readiness Center (Air Force)	72.4	58.4
192	Centers for Disease Control and Prevention (HHS)	72.4	73.9
192	Region IV (NRC)	72.4	71.5
192	Deputy Commissioner for Systems (SSA)	72.4	69.1
196	Army Africa (Army)	72.3	64.4
196	Region 3 - Mid-Atlantic (EPA)	72.3	64.6
198	Air Force Operational Test and Evaluation Center (Air Force)	72.2	52.9
198	U.S. Geological Survey (Interior)	72.2	66.3
198	Office of the Secretary (Interior)	72.2	64.4
198	Naval Supply Systems Command (Navy)	72.2	62.5
202	Office of Labor-Management Standards (DOL)	72.1	66.5
202	Bureau of Global Talent Management (State)	72.1	60.4
202	Office of Aviation Safety (NTSB)	72.1	74.4
205	National Agricultural Statistics Service (USDA)	72.0	57.7
206	Federal Railroad Administration (DOT)	71.9	76.5
207	Joint Chiefs of Staff (DOD)	71.7	66.2
207	Office of Field Policy and Management (HUD)	71.7	59.3
207	Ginnie Mae (HUD)	71.7	50.3
210	Air Force Elements, U.S. Central Command (Air Force)	71.6	59.3
210	Office of the Secretary (Commerce)	71.6	65.3
212	National Cemetery Administration (VA)	71.5	68.1
213	Defense Threat Reduction Agency (DOD)	71.4	63.8
213	Bureau of Consular Affairs (State)	71.4	58.5
215	Air Mobility Command (Air Force)	71.3	64.8
215	Joint Activities (Army)	71.3	61.4
217	U.S. Army Criminal Investigation Command (Army)	71.2	64.0

217	Science and Technology Directorate (DHS)	71.2	51.9
217	Naval Air Systems Command (Navy)	71.2	62.6
217	Office of the Secretary (DOT)	71.2	60.3
221	Office of the Inspector General (USDA)	71.1	63.6
221	U.S. Army Central (Army)	71.1	61.4
223	Federal Bureau of Investigation (DOJ)	71.0	62.2
223	Office of the Solicitor (DOL)	71.0	67.1
223	Office of Special Education and Rehabilitative Services (ED)	71.0	40.4
223	Internal Revenue Service (Treasury)	71.0	60.6
227	Office of the Chief Procurement Officer (HUD)	70.9	56.6
228	Manpower Personnel Training and Education (Navy)	70.8	--
228	Maritime Administration (DOT)	70.8	69.1
230	Farm Service Agency (USDA)	70.7	70.2
230	Administration for Children and Families (HHS)	70.7	64.5
232	U.S. Army Civilian Human Resources Agency (Army)	70.6	62.0
233	Defense Human Resources Activity (DOD)	70.4	59.9
233	Office of the Staff Director (FEC)	70.4	51.4
233	Bureau of Information Resource Management (State)	70.4	61.0
236	Agricultural Research Service (USDA)	70.3	60.3
236	Missile Defense Agency (DOD)	70.3	59.3
236	Southwestern Power Administration (DOE)	70.3	77.3
236	U.S. Fish and Wildlife Service (Interior)	70.3	66.9
240	Departmental Offices (Treasury)	70.2	57.9
241	Region II (NRC)	70.1	63.5
242	U.S. Army, Pacific (Army)	69.9	65.3
243	Veterans Health Administration (VA)	69.8	66.0
244	U.S. Military Entrance Processing Command (Army)	69.7	63.8
244	International Trade Administration (Commerce)	69.7	62.2
246	Agricultural Marketing Service (USDA)	69.6	62.1
246	Region 2 (EPA)	69.6	64.0
246	Bureau of Diplomatic Security (State)	69.6	65.2
249	Air Education and Training Command (Air Force)	69.5	61.1
249	Office of the Secretary (DOE)	69.5	60.7
249	Comptroller and Global Financial Services (State)	69.5	54.3
252	Office of Air and Radiation (EPA)	69.4	61.7
252	Deputy Commissioner for Human Resources (SSA)	69.4	69.8
254	Assistant for Administration (Navy)	69.3	58.6
255	Air Force Audit Agency (Air Force)	69.2	55.4
256	Office of the Chief Information Officer (NRC)	69.1	61.2
256	Office of Naval Research (Navy)	69.1	57.8
256	Deputy Commissioner for Communications (SSA)	69.1	75.6
259	Office of Nuclear Material Safety and Safeguards (NRC)	69.0	63.4
260	Global Strike Command (Air Force)	68.9	62.7
260	Bureau of Administration (State)	68.9	61.2

262	Air Force Materiel Command (Air Force)	68.6	57.1
262	Bureau of International Narcotics and Law Enforcement (State)	68.6	65.9
264	Army National Guard (Army)	68.5	62.9
264	Office of the Inspector General (OPM)	68.5	66.6
264	Veterans Benefits Administration (VA)	68.5	56.9
267	Deputy Commissioner for Retirement & Disability Policy (SSA)	68.4	63.8
268	National Telecommunications and Information Administration (Commerce)	68.3	64.7
269	Pacific Air Forces (Air Force)	68.2	62.3
270	Office of Administration (HUD)	68.1	64.8
271	Marine Corps (Navy)	67.9	58.5
272	Office of the Secretary (HHS)	67.7	59.3
273	Air Force Space Command (Air Force)	67.6	60.0
273	Office of the Assistant Secretary for Administration and Management (DOL)	67.6	60.9
273	Office of the Inspector General (State)	67.6	67.6
276	U.S. Army North and 5th Army (Army)	67.5	66.6
276	Office of Federal Contract Compliance Programs (DOL)	67.5	56.5
276	Office of Land and Emergency Management (EPA)	67.5	60.9
279	U.S. Air Forces, Europe (Air Force)	67.4	63.6
279	Department of Defense Education Activity (DOD)	67.4	52.4
279	Office of Operations Coordination (DHS)	67.4	55.9
279	U.S. Pacific Fleet - Commander In Chief (Navy)	67.4	62.4
283	Defense Counterintelligence and Security Agency (DOD)	67.3	48.6
283	Office of Community Planning and Development (HUD)	67.3	57.9
285	Farm Production and Conservation (USDA)	67.0	62.0
286	U.S. Army Materiel Command (Army)	66.9	60.5
286	Federal Emergency Management Agency (DHS)	66.9	57.1
288	Office of Mission Support (EPA)	66.8	58.4
288	Office of Government Contracting and Business Development (SBA)	66.8	54.1
290	Natural Resources Conservation Service (USDA)	66.7	58.8
290	Deputy Commissioner for Analytics Review and Oversight (SSA)	66.7	61.7
292	Office of the Chief Financial Officer (EPA)	66.5	51.0
292	Bureau of Near Eastern Affairs (State)	66.5	59.9
294	Air Force Elements, U.S. Strategic Command (Air Force)	66.4	54.9
294	Animal and Plant Health Inspection Service (USDA)	66.4	54.4
294	Environment and Natural Resources Division (DOJ)	66.4	68.5
294	Bureau of Political and Military Affairs (State)	66.4	60.6
298	Headquarters - Air Force Reserve Command (Air Force)	66.3	56.6
298	Food Safety and Inspection Service (USDA)	66.3	58.5
298	U.S. Army Reserve Command (Army)	66.3	63.6
301	U.S. Air Force Academy (Air Force)	66.2	59.2
301	U.S. Army Military District of Washington (Army)	66.2	68.5
301	Office of Policy Development and Research (HUD)	66.2	62.1
304	Region 8 - Mountains and Plains (EPA)	66.1	63.9
305	Food Nutrition and Consumer Services (USDA)	66.0	55.4

305	Economic Research Service (USDA)	66.0	36.5
305	Bureau of East Asian and Pacific Affairs (State)	66.0	66.3
308	Immediate Office of the Chief of Naval Operations (Navy)	65.9	59.4
309	Rural Development (USDA)	65.7	52.7
309	Defense Technical Information Center (DOD)	65.7	63.1
309	Employment and Training Administration (DOL)	65.7	51.7
309	Region 9 - Pacific Southwest (EPA)	65.7	56.8
313	Office of Postsecondary Education (ED)	65.5	48.4
313	Office of the Solicitor (Interior)	65.5	58.3
315	Washington Headquarters Services (DOD)	65.4	57.3
315	Region 5 (EPA)	65.4	60.4
315	Immigration and Customs Enforcement (DHS)	65.4	54.8
318	Cybersecurity and Infrastructure Security Agency (DHS)	65.3	51.5
318	U.S. Atlantic Fleet - Commander In Chief (Navy)	65.3	59.5
318	Deputy Commissioner for Operations (SSA)	65.3	60.2
321	Justice Management Division (DOJ)	65.2	58.5
322	Air Force District of Washington (Air Force)	65.0	52.9
322	Bureau of Land Management (Interior)	65.0	58.1
322	Pipeline and Hazardous Materials Safety Administration (DOT)	65.0	62.0
325	Office of the Inspector General (HUD)	64.8	63.1
326	Indian Health Service (HHS)	64.7	63.7
327	Office of the Chief Information Officer (OPM)	64.3	57.1
328	U.S. Army Europe and Seventh Army (Army)	64.1	59.8
328	Customs and Border Protection (DHS)	64.1	49.5
330	Legislative Archives Presidential Libraries and Museum Services (NARA)	63.9	47.9
331	Bureau of International Labor Affairs (DOL)	63.6	53.7
332	Department of the Chief of Program Operations (CNCS)	63.4	39.3
333	Office of Enforcement and Compliance Assurance (EPA)	63.3	56.7
333	Office of Surface Mining, Reclamation, and Enforcement (Interior)	63.3	62.7
335	Defense Media Activity (DOD)	63.1	43.7
335	Bureau of Western Hemisphere Affairs (State)	63.1	61.4
337	U.S. Army Cyber Command (Army)	63.0	53.7
337	Office of Justice Programs (DOJ)	63.0	56.4
339	Citizenship and Immigration Services (DHS)	62.9	72.9
340	Office of the Inspector General (DHS)	62.8	53.6
341	Bureau of African Affairs (State)	62.5	60.0
342	Community Supervision Program (CSOSA)	62.4	54.4
342	Administrator (Art)	62.4	60.0
342	Bureau of South and Central Asian Affairs (State)	62.4	64.9
345	Research Services (NARA)	62.3	45.9
346	Civil Rights Division (DOJ)	62.2	55.2
347	United States Secret Service (DHS)	62.1	52.9
348	Commander - Navy Installations (Navy)	61.9	52.9
349	Office of the Chief Financial Officer (USDA)	61.8	46.1

349	Naval Medical Command (Navy)	61.8	56.8
351	U.S. Army War College (Army)	61.5	69.6
352	Defense Health Agency (DOD)	61.4	56.3
353	NORAD/U.S. Northern Command (Air Force)	61.3	60.7
353	National Park Service (Interior)	61.3	57.2
355	Office of the Administrator (EPA)	61.1	47.2
356	Personnel in Training (State)	60.8	64.7
357	Office of Water (EPA)	60.6	55.6
358	Bureau of Indian Affairs (Interior)	59.8	54.4
358	Bureau of European and Eurasian Affairs (State)	59.8	60.8
360	Office of the Administrator (SBA)	59.6	--
361	U.S. Army Medical Command (Army)	59.5	56.2
362	Forest Service (USDA)	59.2	49.5
363	Foreign Agricultural Service (USDA)	58.9	48.1
364	Office of the Inspector General (EPA)	58.8	59.1
365	Region 10 - Pacific Northwest (EPA)	58.3	56.1
366	Office of the Secretary (DHS)	58.2	53.0
367	Office of the Inspector General (DOL)	58.0	55.8
368	Administration for Community Living (HHS)	57.8	45.0
369	Departmental Management (USDA)	57.7	55.6
370	Healthcare and Insurance (OPM)	57.4	50.1
371	Office of Finance and Operations (ED)	57.3	38.4
371	Federal Student Aid (ED)	57.3	44.4
373	Defense Commissary Agency (DOD)	57.2	49.7
374	National Institute of Food and Agriculture (USDA)	57.1	20.3
374	Office of Workers' Compensation Programs (DOL)	57.1	45.8
376	National Defense University (DOD)	57.0	45.8
376	Mine Safety and Health Administration (DOL)	57.0	61.0
378	Management Directorate (DHS)	56.8	51.8
378	Office of the Chief Human Capital Officer (HUD)	56.8	62.4
378	Bureau of Oceans and International Environmental and Scientific Affairs (State)	56.8	60.3
381	Voice of America (AGM)	56.7	56.4
382	Office of the Inspector General (SSA)	56.2	64.4
383	Office of the Inspector General (Commerce)	56.0	38.0
383	Office of Chemical Safety and Pollution Prevention (EPA)	56.0	54.4
385	Bureau of Economic and Business Affairs (State)	55.5	--
386	Institute of Education Sciences (ED)	55.4	42.3
387	Federal Bureau of Prisons (DOJ)	55.1	53.8
388	Office of the Legal Advisor (State)	54.7	63.5
389	Deputy Commissioner for Hearing Operations (SSA)	54.0	50.7
390	Transportation Security Administration (DHS)	53.4	44.6
390	Office of the General Counsel Staff (NLRB)	53.4	46.8
392	AFELM - U.S. Cyber Command (Air Force)	52.5	--
393	Financial Crimes Enforcement Network (Treasury)	52.0	47.3

394	Employee Services (OPM)	51.1	63.9
395	Office of Secretary (State)	50.9	41.6
396	Office of the Chief Information Officer (ED)	50.2	42.8
397	Office of Intelligence and Analysis (DHS)	50.1	41.0
398	Office for Civil Rights (ED)	49.9	38.8
399	Office of Mission Assurance (GSA)	49.7	66.7
400	Antitrust Division (DOJ)	49.6	41.6
401	Office of Elementary and Secondary Education (ED)	48.3	27.5
402	Field Service (RRB)	46.4	50.9
403	Countering Weapons of Mass Destruction (DHS)	45.7	18.1
404	Office of the Chief Information Officer (HUD)	45.5	47.7
405	Office of the General Counsel (ED)	44.9	--
406	Executive Office for Immigration Review (DOJ)	43.4	43.0
407	Office of the General Counsel (EPA)	42.2	40.0
408	Office of the General Counsel (USDA)	41.9	37.1
409	Office of the Assistant Secretary for Civil Rights (USDA)	40.2	25.9
410	Substance Abuse and Mental Health Services Administration (HHS)	37.1	27.0
411	International Broadcasting Bureau (AGM)	35.5	49.2

-- = Not available