



# The Best Places to Work

## IN THE FEDERAL GOVERNMENT® 2017 RANKINGS

### OVERALL RANKINGS

The overall rankings are determined by the agencies' *Best Places to Work* index scores, which measure employee engagement. The index score is not an combined average of an agency's category scores. Instead it is derived from three different questions in the U.S. Office of Personnel Management's Federal Employee Viewpoint Survey. To calculate the score, we use the percentage of positive responses in a weighted formula. The more the question predicts intent to remain, the higher the weighting.

#### LARGE AGENCIES

Rank	Agency	2017	2016	Change
1	National Aeronautics and Space Administration	80.9	78.6	2.3
2	Department of Health and Human Services	70.4	66.4	4.0
3	Department of Commerce	69.2	67.9	1.3
4	Department of Transportation	67.6	63.4	4.2
5	Intelligence Community	66.6	67.0	-0.4
6	Department of Labor	66.2	65.7	0.5
7	Department of Agriculture	65.9	63.1	2.8
8	Department of State	64.0	66.8	-2.8
9	Department of the Interior	63.9	61.0	2.9
10	Department of the Navy	63.8	60.7	3.1
11	Department of Justice	63.7	65.7	-2.0
12	Social Security Administration	63.0	63.1	-0.1
13	Department of the Army	62.4	57.8	4.6
14	Department of the Treasury	61.6	58.8	2.8
15	Office of the Secretary of Defense, Joint Staff, Defense Agencies, and Department of Defense Field Activities	61.1	59.8	1.3
16	Department of the Air Force	60.7	59.3	1.4
17	Department of Veterans Affairs	56.1	56.7	-0.6
18	Department of Homeland Security	52.0	45.8	6.2

## MID-SIZE AGENCIES

Rank	Agency	2017	2016	Change
1	Federal Energy Regulatory Commission	82.9	79.0	3.9
2	Government Accountability Office	82.5	79.7	2.8
3	Federal Deposit Insurance Corporation	81.9	80.7	1.2
4	Federal Trade Commission	81.4	78.3	3.1
5	Securities and Exchange Commission	80.9	76.1	4.8
6	Peace Corps	80.7	79.7	1.0
7	Smithsonian Institution	76.9	75.3	1.6
7	Consumer Financial Protection Bureau	76.9	72.2	4.7
9	National Science Foundation	74.7	71.3	3.4
10	General Services Administration	73.7	68.4	5.3
11	Nuclear Regulatory Commission	71.3	70.2	1.1
12	U.S. Agency for International Development	69.5	62.7	6.8
13	National Credit Union Administration	69.0	71.9	-2.9
14	National Labor Relations Board	67.9	60.5	7.4
15	Department of Energy	66.6	63.4	3.2
16	Equal Employment Opportunity Commission	66.5	64.7	1.8
17	Office of Personnel Management	65.7	66.2	-0.5
18	Environmental Protection Agency	63.5	64.4	-0.9
19	Court Services and Offender Supervision Agency	63.1	59.5	3.6
20	Federal Communications Commission	62.8	61.5	1.3
21	Department of Housing and Urban Development	62.4	58.2	4.2
22	National Archives and Records Administration	61.5	57.0	4.5
23	Department of Education	59.7	59.8	-0.1
24	Small Business Administration	59.4	52.1	7.3
25	Broadcasting Board of Governors	51.2	48.4	2.8

## SMALL AGENCIES\*

Rank	Agency	2017	2016	Change
1	Federal Mediation and Conciliation Service	86.9	82.3	4.6
2	U.S. International Trade Commission	80.9	78.9	2.0
3	National Endowment for the Arts	80.5	85.9	-5.4
3	Farm Credit Administration	80.5	71.8	8.7
5	Overseas Private Investment Corporation	79.8	84.7	-4.9
6	National Transportation Safety Board	77.5	73.2	4.3
7	Office of Management and Budget	75.4	82.7	-7.3
8	Millennium Challenge Corporation	73.8	60.0	13.8
9	Pension Benefit Guaranty Corporation	73.5	67.9	5.6
9	Office of Special Counsel	73.5	66.7	6.8
11	Corporation for National and Community Service	72.9	63.6	9.3
12	Federal Labor Relations Authority	72.6	80.2	-7.6
13	Consumer Product Safety Commission	71.9	64.6	7.3
14	National Endowment for the Humanities	71.4	77.1	-5.7
15	Railroad Retirement Board	69.3	67.8	1.5
16	Merit Systems Protection Board	68.5	69.3	-0.8
17	Federal Maritime Commission	67.5	59.3	8.2
18	Surface Transportation Board	66.3	64.9	1.4
19	Federal Housing Finance Agency	64.5	61.3	3.2
20	National Gallery of Art	62.9	60.9	2.0
21	Office of the U.S. Trade Representative	60.9	58.5	2.4
22	International Boundary and Water Commission	60.4	64.7	-4.3
23	Commodity Futures Trading Commission	58.6	56.4	2.2
24	Federal Retirement Thrift Investment Board	55.0	67.4	-12.4
25	Export-Import Bank of the United States	54.9	58.2	-3.3
26	Selective Service System	44.3	55.0	-10.7
27	Federal Election Commission	39.8	28.4	11.4
28	Defense Nuclear Facilities Safety Board	38.6	53.6	-15.0

\*OPM initially withheld employee survey data on a sizable number of small agencies and subcomponents, making it impossible to include these organizations in the rankings released on Dec. 6, 2017. OPM provided additional data on December 5 following a review of its privacy policies, and the rankings in this document and on our website have been updated to include the previously missing small agencies and subcomponents.

## AGENCY SUBCOMPONENTS\*

Rank	Agency	2017	2016	Change
1	Office of the General Counsel (FERC)	92.8	81.5	11.3
2	Office of Inspector General (TVA)	92.1	93.3	-1.2
3	Office of Support Operations (SEC)	86.8	78.0	8.8
4	Alcohol and Tobacco Tax and Trade Bureau (Treasury)	84.5	81.6	2.9
5	Office of Financial Management (SEC)	84.4	83.4	1.0
6	Office of Energy Market Regulation (FERC)	84.2	83.2	1.0
7	Office of the Inspector General (DOT)	83.8	80.1	3.7
8	Goddard Space Flight Center (NASA)	83.5	81.2	2.3
9	Division of Investment Management (SEC)	83.2	81.7	1.5
10	Office of General Counsel (SEC)	83.0	75.2	7.8
11	National Enforcement Program (SEC)	82.6	79.2	3.4
12	Directorate for Biological Sciences (NSF)	82.3	--	--
13	Division of Corporation Finance (SEC)	82.2	76.6	5.6
14	U.S. Army Audit Agency (Army)	82.0	82.8	-0.8
15	Marshall Space Flight Center (NASA)	81.9	80.2	1.7
15	National Examination Program (SEC)	81.9	76.5	5.4
15	Office of Enforcement (FERC)	81.9	82.5	-0.6
15	Stennis Space Center (NASA)	81.9	--	--
19	Johnson Space Center (NASA)	81.8	80.2	1.6
20	Directorate for Education & Human Resources (NSF)	81.6	--	--
20	Division of Trading and Markets (SEC)	81.6	73.1	8.5
22	Bureau of Economic Analysis (Commerce)	81.2	67.3	13.9
22	Office of Energy Projects (FERC)	81.2	77.0	4.2
24	Environment and Natural Resources Division (DOJ)	80.7	85.9	-5.2
25	Armstrong Flight Research Center (NASA)	80.5	77.5	3.0
26	Langley Research Center (NASA)	80.4	78.1	2.3
26	Tax Division (DOJ)	80.4	77.8	2.6
28	Kennedy Space Center (NASA)	80.2	76.5	3.7
29	Treasury Inspector General for Tax Administration (Treasury)	80.1	79.4	0.7
29	Directorate for Computer & Information Sciences & Engineering (NSF)	80.1	--	--
29	Division of Economic and Risk Analysis (SEC)	80.1	76.2	3.9
32	Employee Services (OPM)	80.0	77.1	2.9
33	Federal Highway Administration (DOT)	79.3	77.9	1.4
34	Federal Acquisition Service (GSA)	78.6	74.6	4.0
35	Headquarters (NASA)	78.4	75.4	3.0
36	Office of the Inspector General (Interior)	78.3	79.4	-1.1
37	Office of Inspector General (HHS)	78.2	73.7	4.5
37	Facilities, Security, and Emergency Management (OPM)	78.2	72.9	5.3
39	Glenn Research Center (NASA)	78.0	76.8	1.2
40	Office of the Inspector General (DOJ)	77.7	70.9	6.8
40	GSA IT (GSA)	77.7	69.0	8.7
42	Directorate for Social, Behavioral & Economic Sciences (NSF)	77.6	--	--
43	Civil Division (DOJ)	77.5	78.0	-0.5
44	HR Solutions (OPM)	77.4	73.0	4.4

45	Ames Research Center (NASA)	77.3	75.5	1.8
45	Defense Microelectronics Activity (DOD)	77.3	74.7	2.6
47	Federal Railroad Administration (DOT)	77.2	67.3	9.9
48	Office of the Chief Financial Officer (GSA)	77.1	65.3	11.8
49	Deputy Commissioner for Human Resources (SSA)	77.0	--	--
50	Office of the Executive Director (FERC)	76.9	78.1	-1.2
51	Office of the Comptroller of the Currency (Treasury)	75.7	68.3	7.4
51	Office of Budget, Finance, and Award Management (NSF)	75.7	--	--
53	U.S. Special Operations Command (Army)	75.5	77.2	-1.7
54	Region 3 - Mid-Atlantic (EPA)	75.4	78.3	-2.9
54	Office of the General Counsel (SSA)	75.4	--	--
54	Air Force Elements, U.S. Transportation Command (Air Force)	75.4	--	--
54	Office of Administrative Law Judges (DOL)	75.4	--	--
54	Office of Inspector General (ED)	75.4	71.0	4.4
59	Region 1 - New England (EPA)	75.3	75.6	-0.3
59	Naval Reserve Force (Navy)	75.3	--	--
61	Centers for Disease Control and Prevention (HHS)	75.0	72.9	2.1
62	Bureau of Labor Statistics (DOL)	74.9	72.9	2.0
63	Health Resources and Services Administration (HHS)	74.8	68.1	6.7
63	Deputy Commissioner for Communications (SSA)	74.8	--	--
65	Office of the Inspector General (GSA)	74.6	72.7	1.9
65	Office of Inspector General (VA)	74.6	72.1	2.5
65	Economic Research Service (USDA)	74.6	70.7	3.9
68	Bureau of Ocean Energy Management (Interior)	74.5	67.6	6.9
68	Office of Human Resources (SEC)	74.5	72.2	2.3
70	Deputy Commissioner for Retirement & Disability Policy (SSA)	74.4	--	--
70	Farm Service Agency (USDA)	74.4	72.8	1.6
72	National Institutes of Health (HHS)	74.2	70.0	4.2
72	Citizenship and Immigration Services (DHS)	74.2	70.7	3.5
72	Retirement Services (OPM)	74.2	69.4	4.8
75	U.S. Patent and Trademark Office (Commerce)	74.0	78.5	-4.5
75	Bureau of Industry and Security (Commerce)	74.0	63.8	10.2
77	United States Coast Guard (DHS)	73.9	71.1	2.8
78	Office of the Solicitor (DOL)	73.6	74.6	-1.0
78	U.S. Army Human Resources Command (Army)	73.6	--	--
80	National Institute of Standards and Technology (Commerce)	73.4	72.1	1.3
80	Food and Drug Administration (HHS)	73.4	70.4	3.0
82	Region 4 - Southeast (EPA)	73.1	71.9	1.2
82	Region 7 - Midwest (EPA)	73.1	74.6	-1.5
82	Directorate for Engineering (NSF)	73.1	--	--
85	Office of the Chief Financial Officer (OPM)	73.0	58.6	14.4
86	Office of Inspector General (Treasury)	72.9	72.5	0.4
87	Office of the General Counsel (GSA)	72.7	67.6	5.1
88	Drug Enforcement Administration (DOJ)	72.6	68.7	3.9
88	Directorate for Mathematical & Physical Sciences (NSF)	72.6	--	--
88	Healthcare and Insurance (OPM)	72.6	62.3	10.3
88	Agricultural Marketing Service (USDA)	72.6	67.7	4.9

## AGENCY SUBCOMPONENTS\* (CONT.)

92	U.S. Army Corps of Engineers (Army)	72.3	67.0	5.3
92	Defense Contract Audit Agency (DOD)	72.3	67.2	5.1
94	Centers for Medicare and Medicaid Services (HHS)	72.0	70.4	1.6
94	Bureau of Engraving and Printing (Treasury)	72.0	68.1	3.9
96	Deputy Commissioner for Systems (SSA)	71.9	--	--
97	Office of Governmentwide Policy (GSA)	71.8	69.4	2.4
97	Risk Management Agency (USDA)	71.8	76.2	-4.4
99	Office of Information & Resource Management (NSF)	71.7	--	--
99	Office of the Inspector General (OPM)	71.7	70.9	0.8
101	Office of the Inspector General (SSA)	71.5	63.5	8.0
102	Agency for Healthcare Research and Quality (HHS)	71.4	65.9	5.5
103	Public Buildings Service (GSA)	71.2	65.6	5.6
104	U.S. Geological Survey (Interior)	71.1	70.1	1.0
105	Power Marketing Administrations (DOE)	71.0	66.0	5.0
105	U.S. Army Military District of Washington (Army)	71.0	--	--
107	U.S. Fish and Wildlife Service (Interior)	70.9	68.0	2.9
108	Executive Office of U.S. Attorneys and U.S. Attorneys (DOJ)	70.8	72.1	-1.3
109	Naval Education and Training Command (Navy)	70.7	--	--
109	Administration for Community Living (HHS)	70.7	69.3	1.4
111	Naval Special Warfare Command (Navy)	70.5	--	--
112	Pretrial Services Agency (CSOSA)	70.3	--	--
113	Deputy Commissioner for Budget, Finance, Quality, Management (SSA)	70.2	--	--
114	Departmental Management (USDA)	70.1	63.5	6.6
115	Occupational Safety and Health Administration (DOL)	70.0	67.3	2.7
115	Strategic Systems Programs Office (Navy)	70.0	70.7	-0.7
117	Veterans Employment and Training Services (DOL)	69.8	69.4	0.4
118	Office of the Inspector General (USPS)	69.7	--	--
118	Bureau of the Fiscal Service (Treasury)	69.7	62.9	6.8
118	Office of Special Education and Rehabilitative Services (ED)	69.7	71.1	-1.4
121	Food Safety and Inspection Service (USDA)	69.5	68.0	1.5
122	Headquarters (Air Force)	69.4	60.5	8.9
123	NORAD/U.S. Northern Command (Air Force)	69.3	65.4	3.9
124	Food Nutrition and Consumer Services (USDA)	69.1	62.6	6.5
124	Region 8 - Mountains and Plains (EPA)	69.1	66.5	2.6
126	Naval Supply Systems Command (Navy)	69.0	59.8	9.2
127	Air Force Manpower Agency (Air Force)	68.7	--	--
128	Economic Development Administration (Commerce)	68.6	58.5	10.1
128	Office of Administrative Services (GSA)	68.6	57.8	10.8
130	Region 2 (EPA)	68.3	67.6	0.7
130	Antitrust Division (DOJ)	68.3	63.2	5.1
130	Federal Motor Carrier Safety Administration (DOT)	68.3	70.8	-2.5
133	U.S. Military Entrance Processing Command (Army)	68.1	62.6	5.5
134	Office of General Counsel (HUD)	68.0	63.1	4.9
134	Office of Human Resources Management (GSA)	68.0	68.9	-0.9
136	Space and Naval Warfare Systems Command (Navy)	67.9	63.7	4.2

137	Air Force Special Operations Command (Air Force)	67.8	74.5	-6.7
137	Air Force Office of Special Investigations (Air Force)	67.8	--	--
137	U.S. Army Space and Missile Defense Command/U.S. Army Forces Strategic Command (Army)	67.8	49.0	18.8
140	Rural Development (USDA)	67.7	60.7	7.0
141	U.S. Marshals Service (DOJ)	67.6	69.4	-1.8
141	Mine Safety and Health Administration (DOL)	67.6	70.0	-2.4
141	Office of Justice Programs (DOJ)	67.6	68.9	-1.3
144	Federal Law Enforcement Training Center (DHS)	67.5	68.7	-1.2
144	Bureau of Reclamation (Interior)	67.5	64.0	3.5
144	Office of Surface Mining, Reclamation, and Enforcement (Interior)	67.5	55.8	11.7
147	Defense Logistics Agency (DOD)	67.4	65.7	1.7
147	Bureau of Safety and Environmental Enforcement (Interior)	67.4	62.1	5.3
149	Region 6 - South Central (EPA)	67.3	69.1	-1.8
149	National Agricultural Statistics Service (USDA)	67.3	55.2	12.1
151	U.S. Army Acquisition Support Center (Army)	67.2	60.2	7.0
151	Region 5 (EPA)	67.2	64.3	2.9
153	Naval Air Systems Command (Navy)	66.9	65.7	1.2
153	Federal Aviation Administration (DOT)	66.9	62.2	4.7
153	Civilian Career Training (Air Force)	66.9	--	--
156	Bureau of Alcohol Tobacco Firearms and Explosives (DOJ)	66.8	62.7	4.1
157	National Nuclear Security Administration (DOE)	66.7	62.5	4.2
157	Criminal Division (DOJ)	66.7	66.8	-0.1
159	HQDA Field Operating Agencies and Staff Support Agencies (Army)	66.6	59.7	6.9
159	Federal Bureau of Investigation (DOJ)	66.6	68.7	-2.1
161	Administration for Children and Families (HHS)	66.5	62.3	4.2
162	National Oceanic and Atmospheric Administration (Commerce)	66.3	63.9	2.4
162	Air Force Elements, U.S. Special Operations Command (Air Force)	66.3	77.6	-11.3
164	U.S. Air Forces, Europe (Air Force)	66.2	64.9	1.3
164	Office of the Secretary (DOT)	66.2	65.8	0.4
166	Wage and Hour Division (DOL)	66.1	65.1	1.0
166	National Telecommunications and Information Administration (Commerce)	66.1	62.5	3.6
166	Office of Administration (HUD)	66.1	61.1	5.0
166	Directorate for Geosciences (NSF)	66.1	--	--
170	Naval Facilities Engineering Command (Navy)	65.8	64.3	1.5
171	Animal and Plant Health Inspection Service (USDA)	65.7	60.2	5.5
172	Air National Guard (Air Force)	65.5	71.7	-6.2
172	Defense Human Resources Activity (DOD)	65.5	62.0	3.5
174	U.S. Mint (Treasury)	65.4	61.0	4.4
175	U.S. Trustees Program (DOJ)	65.3	61.3	4.0
176	U.S. Census Bureau (Commerce)	65.2	58.8	6.4
176	Federal Student Aid (ED)	65.2	63.0	2.2
178	U.S. Army North and 5th Army (Army)	65.0	63.6	1.4
178	Office of the Inspector General (DOL)	65.0	58.4	6.6
178	Agricultural Research Service (USDA)	65.0	62.9	2.1

## AGENCY SUBCOMPONENTS\* (CONT.)

181	U.S. Army Training and Doctrine Command (Army)	64.9	64.4	0.5
181	Joint Chiefs of Staff (DOD)	64.9	57.8	7.1
181	Office of Research and Development (EPA)	64.9	63.7	1.2
184	Air Education and Training Command (Air Force)	64.8	61.9	2.9
184	Defense Finance and Accounting Service (DOD)	64.8	63.1	1.7
184	Office of Information Technology (SEC)	64.8	53.2	11.6
187	U.S. Army Forces Command (Army)	64.7	62.4	2.3
187	Justice Management Division (DOJ)	64.7	62.1	2.6
189	Institute of Education Sciences (ED)	64.6	63.9	0.7
190	U.S. Pacific Fleet - Commander In Chief (Navy)	64.5	--	--
190	Office of the Chief Procurement Officer (HUD)	64.5	48.2	16.3
192	Office of the Chief Financial Officer (ED)	64.4	61.6	2.8
192	Maritime Administration (DOT)	64.4	69.5	-5.1
194	Natural Resources Conservation Service (USDA)	64.3	62.0	2.3
195	Under Secretary for Science and Energy (DOE)	64.2	61.8	2.4
196	Office of the Inspector General (USDA)	64.1	73.9	-9.8
196	Federal Transit Administration (DOT)	64.1	57.4	6.7
198	Employment and Training Administration (DOL)	64.0	58.2	5.8
199	Office of Housing (HUD)	63.9	58.9	5.0
200	Office of Environmental Information (EPA)	63.8	--	--
201	Defense Technical Information Center (DOD)	63.7	59.3	4.4
202	Employee Benefits Security Administration (DOL)	63.6	67.1	-3.5
202	Naval Sea Systems Command (Navy)	63.6	60.6	3.0
204	Office of the Secretary (Interior)	63.5	62.4	1.1
204	Air Force Operational Test and Evaluation Center (Air Force)	63.5	61.5	2.0
204	Foreign Agricultural Service (USDA)	63.5	61.5	2.0
207	Office of Naval Research (Navy)	63.4	61.3	2.1
208	Under Secretary for Management and Performance (DOE)	63.3	60.8	2.5
209	International Trade Administration (Commerce)	63.2	59.1	4.1
209	U.S. Army, Pacific (Army)	63.2	60.7	2.5
209	Office of the Inspector General (DHS)	63.2	58.7	4.5
212	Office of the Chief Financial Officer (USDA)	63.1	55.2	7.9
213	Office of the Secretary (Commerce)	63.0	57.1	5.9
214	Air Combat Command (Air Force)	62.8	61.9	0.9
215	Civil Rights Division (DOJ)	62.7	69.3	-6.6
216	Deputy Commissioner for Operations (SSA)	62.6	--	--
216	Uniformed Services University of the Health Sciences (DOD)	62.6	60.4	2.2
216	National Cemetery Administration (VA)	62.6	65.7	-3.1
219	Office of the General Counsel (EPA)	62.3	--	--
219	Office of the Chief Human Capital Officer (HUD)	62.3	56.7	5.6
219	Grain Inspection, Packers and Stockyards Administration (USDA)	62.3	68.3	-6.0
222	Air Mobility Command (Air Force)	62.1	63.6	-1.5
222	U.S. Atlantic Fleet - Commander In Chief (Navy)	62.1	--	--
224	Defense Contract Management Agency (DOD)	62.0	61.4	0.6
224	Office of Public and Indian Housing (HUD)	62.0	58.0	4.0



224	Assistant for Administration (Navy)	62.0	61.0	1.0
227	Marine Corps (Navy)	61.9	55.4	6.5
228	U.S. Army Installation Management Command (Army)	61.8	54.9	6.9
229	Office of the Inspector General (DOD)	61.6	52.4	9.2
229	U.S. Army Criminal Investigation Command (Army)	61.6	58.4	3.2
229	Office of the Solicitor (Interior)	61.6	54.7	6.9
232	Region 9 - Pacific Southwest (EPA)	61.5	65.4	-3.9
233	U.S. Army Medical Command (Army)	61.4	57.1	4.3
233	Installation and Mission Support (Air Force)	61.4	57.7	3.7
233	Merit System Accountability and Compliance (OPM)	61.4	70.3	-8.9
236	Office of the Secretary (DOE)	61.3	59.2	2.1
236	Office of Fair Housing and Equal Opportunity (HUD)	61.3	54.1	7.2
238	Departmental Offices (Treasury)	61.2	63.3	-2.1
239	Global Strike Command (Air Force)	61.0	61.7	-0.7
239	Joint Activities (Army)	61.0	51.8	9.2
239	Military Sealift Command (Navy)	61.0	57.6	3.4
242	National Background Investigations Bureau (OPM)	60.8	64.2	-3.4
243	U.S. Army Reserve Command (Army)	60.7	59.2	1.5
243	Office of the Assistant Secretary for Administration and Management (DOL)	60.7	62.0	-1.3
245	Indian Health Service (HHS)	60.6	55.0	5.6
245	Pacific Air Forces (Air Force)	60.6	62.5	-1.9
245	Domestic Nuclear Detection Office (DHS)	60.6	62.8	-2.2
248	Air Force Elements, U.S. Strategic Command (Air Force)	60.4	55.8	4.6
248	Office of Field Policy and Management (HUD)	60.4	57.4	3.0
250	Air Force Space Command (Air Force)	60.3	54.7	5.6
250	Office of Air and Radiation (EPA)	60.3	67.6	-7.3
252	Bureau of Land Management (Interior)	60.1	55.8	4.3
252	Forest Service (USDA)	60.1	57.6	2.5
254	Office of the General Counsel (USDA)	59.9	68.5	-8.6
254	Office of Labor-Management Standards (DOL)	59.9	61.6	-1.7
254	Community Supervision Program (CSOSA)	59.9	57.5	2.4
254	Immediate Office of the Chief of Naval Operations (Navy)	59.9	49.5	10.4
258	Bureau of Naval Personnel (Navy)	59.8	55.6	4.2
259	Office of Community Planning and Development (HUD)	59.7	56.4	3.3
259	Bureau of Indian Affairs (Interior)	59.7	59.1	0.6
261	Internal Revenue Service (Treasury)	59.6	57.3	2.3
262	Air Force Elements (Air Force)	59.5	--	--
262	Pipeline and Hazardous Materials Safety Administration (DOT)	59.5	63.6	-4.1
264	Office of the Secretary (HHS)	59.3	52.9	6.4
265	Air Force Materiel Command (Air Force)	59.1	57.9	1.2
265	Office of Management (ED)	59.1	56.2	2.9
267	National Defense University (DOD)	58.9	56.4	2.5
267	Office of the Chief Information Officer (HUD)	58.9	51.4	7.5
269	Office of the Chief Information Officer (ED)	58.7	45.8	12.9
270	Naval Medical Command (Navy)	58.6	55.3	3.3

270	Army National Guard (Army)	58.6	60.4	-1.8
270	Office of Administration and Resources Management (EPA)	58.6	54.1	4.5
273	Office of Land and Emergency Management (EPA)	58.2	62.6	-4.4
274	Missile Defense Agency (DOD)	58.0	61.8	-3.8
275	U.S. Army Civilian Human Resources Agency (Army)	57.9	--	--
276	Defense Information Systems Agency (DOD)	57.8	57.2	0.6
276	Air Force District of Washington (Air Force)	57.8	54.1	3.7
278	U.S. Army Materiel Command (Army)	57.6	53.2	4.4
278	Deputy Commissioner for Disability Adjudication & Review (SSA)	57.6	--	--
280	Office of Policy Development and Research (HUD)	57.5	62.3	-4.8
281	Office of the Chief Financial Officer (EPA)	57.4	--	--
281	Office of the Inspector General (EPA)	57.4	--	--
281	National Highway Traffic Safety Administration (DOT)	57.4	47.2	10.2
284	Office of Elementary and Secondary Education (ED)	57.3	59.0	-1.7
285	National Park Service (Interior)	57.0	53.8	3.2
285	Office of Mission Assurance (GSA)	57.0	53.0	4.0
287	U.S. Army Test and Evaluation Command (Army)	56.9	58.9	-2.0
288	Office of Workers' Compensation Programs (DOL)	56.7	59.0	-2.3
288	Immigration and Customs Enforcement (DHS)	56.7	45.2	11.5
288	Science and Technology Directorate (DHS)	56.7	51.8	4.9
291	Headquarters - Air Force Reserve (Air Force)	56.5	55.4	1.1
292	Veterans Health Administration (VA)	56.3	56.7	-0.4
293	Management Directorate (DHS)	55.9	51.0	4.9
294	Central Office (VA)	55.6	52.6	3.0
295	Federal Emergency Management Agency (DHS)	55.3	49.0	6.3
295	Region 10 - Pacific Northwest (EPA)	55.3	54.5	0.8
297	Washington Headquarters Services (DOD)	55.1	54.9	0.2
298	Federal Bureau of Prisons (DOJ)	55.0	60.1	-5.1
299	Office of Enforcement and Compliance Assurance (EPA)	54.8	60.3	-5.5
299	Air Force Audit Agency (Air Force)	54.8	--	--
301	U.S. Air Force Academy (Air Force)	54.7	59.3	-4.6
301	U.S. Army Central (Army)	54.7	--	--
301	Defense Media Activity (DOD)	54.7	52.4	2.3
304	Commander - Navy Installations (Navy)	54.6	50.5	4.1
305	Office of Water (EPA)	54.5	59.9	-5.4
305	Air Force Personnel Center (Air Force)	54.5	--	--
307	Defense Threat Reduction Agency (DOD)	54.3	54.4	-0.1
308	Office of Chemical Safety and Pollution Prevention (EPA)	54.1	54.6	-0.5
308	Office of the General Counsel (ED)	54.1	79.1	-25.0
310	Office of the Chief Financial Officer (HUD)	54.0	61.8	-7.8
311	Office of the Secretary (DHS)	53.4	54.8	-1.4
311	National Institute of Food and Agriculture (USDA)	53.4	52.7	0.7
313	Defense Security Service (DOD)	53.3	59.5	-6.2
314	Ginnie Mae (HUD)	53.1	46.0	7.1
315	Customs and Border Protection (DHS)	53.0	46.8	6.2
316	Veterans Benefits Administration (VA)	52.8	58.1	-5.3
317	Office of Cuba Broadcasting (BBG)	52.3	48.9	3.4

318	Financial Crimes Enforcement Network (Treasury)	52.2	48.2	4.0
319	Defense Health Agency (DOD)	52.1	49.5	2.6
319	U.S. Army Europe and Seventh Army (Army)	52.1	49.7	2.4
321	Defense Commissary Agency (DOD)	50.8	52.2	-1.4
322	Department of Defense Education Activity (DOD)	50.4	54.5	-4.1
323	Substance Abuse and Mental Health Services Administration (HHS)	50.3	41.1	9.2
324	Voice of America (BBG)	49.9	48.7	1.2
325	Office of Postsecondary Education (ED)	49.8	58.2	-8.4
326	National Protection and Programs Directorate (DHS)	49.2	46.1	3.1
327	Executive Office for Immigration Review (DOJ)	49.1	57.1	-8.0
328	Bureau of International Labor Affairs (DOL)	48.8	52.3	-3.5
329	Office of Federal Contract Compliance Programs (DOL)	47.8	46.8	1.0
330	Office of the Assistant Secretary for Civil Rights (USDA)	47.4	46.1	1.3
331	Office of the Chief Information Officer (OPM)	47.3	58.0	-10.7
332	U.S. Army Cyber Command/2nd Army (Army)	46.6	--	--
333	Office of the Administrator (EPA)	46.5	--	--
334	Office of the Inspector General (Commerce)	46.3	53.6	-7.3
335	Office of Intelligence and Analysis (DHS)	42.4	34.9	7.5
336	Transportation Security Administration (DHS)	41.9	35.5	6.4
337	Office for Civil Rights (ED)	39.5	42.4	-2.9
338	National Technical Information Service (Commerce)	35.1	45.7	-10.6
339	United States Secret Service (DHS)	33.0	32.8	0.2

\*OPM initially withheld employee survey data on a sizable number of small agencies and subcomponents, making it impossible to include these organizations in the rankings released on Dec. 6, 2017. OPM provided additional data on December 5 following a review of its privacy policies, and the rankings in this document and on our website have been updated to include the previously missing small agencies and subcomponents.