Table 378. Cross-tabulation of short-term details of 1 to 3 months to improve and encourage leadership development with GS-level pay grade.

GSLevel * ShortDetail Crosstabulation

			ShortDetail					Total
			Very Effective	Somewhat Effective	Not Sure	Somewhat Ineffective	Not at all Effective	
GSLevel	GS-4	Count	4	9	2	1	0	16
		% within GSLevel	25.0%	56.3%	12.5%	6.3%	.0%	100.0%
		% within ShortDetail	1.1%	1.9%	2.0%	1.6%	.0%	1.6%
		% of Total	.4%	.9%	.2%	.1%	.0%	1.6%
	GS-5	Count	14	13	7	4	0	38
		% within GSLevel	36.8%	34.2%	18.4%	10.5%	.0%	100.0%
		% within ShortDetail	4.0%	2.8%	6.9%	6.6%	.0%	3.7%
		% of Total	1.4%	1.3%	.7%	.4%	.0%	3.7%
	GS-6	Count	10	6	1	0	2	19
		% within GSLevel	52.6%	31.6%	5.3%	.0%	10.5%	100.0%
		% within ShortDetail	2.8%	1.3%	1.0%	.0%	5.1%	1.9%
		% of Total	1.0%	.6%	.1%	.0%	.2%	1.9%
	GS-7	Count	30	19	6	2	1	58
		% within GSLevel	51.7%	32.8%	10.3%	3.4%	1.7%	100.0%
		% within ShortDetail	8.5%	4.1%	5.9%	3.3%	2.6%	5.7%
		% of Total	2.9%	1.9%	.6%	.2%	.1%	5.7%
	GS-8	Count	3	3	3	0	0	9
		% within GSLevel	33.3%	33.3%	33.3%	.0%	.0%	100.0%
		% within ShortDetail	.9%	.6%	2.9%	.0%	.0%	.9%
		% of Total	.3%	.3%	.3%	.0%	.0%	.9%
	GS-9	Count	55	57	19	4	1	136
		% within GSLevel	40.4%	41.9%	14.0%	2.9%	.7%	100.0%
		% within ShortDetail	15.6%	12.2%	18.6%	6.6%	2.6%	13.3%
		% of Total	5.4%	5.6%	1.9%	.4%	.1%	13.3%

GS-10	Count	0	3	0	0	0	3
	% within GSLevel	.0%	100.0%	.0%	.0%	.0%	100.0%
	% within ShortDetail	.0%	.6%	.0%	.0%	.0%	.3%
	% of Total	.0%	.3%	.0%	.0%	.0%	.3%
GS-11	Count	76	85	14	8	7	190
	% within GSLevel	40.0%	44.7%	7.4%	4.2%	3.7%	100.0%
	% within ShortDetail	21.6%	18.2%	13.7%	13.1%	17.9%	18.6%
	% of Total	7.5%	8.3%	1.4%	.8%	.7%	18.6%
GS-12	Count	84	123	25	19	13	264
	% within GSLevel	31.8%	46.6%	9.5%	7.2%	4.9%	100.0%
	% within ShortDetail	23.9%	26.4%	24.5%	31.1%	33.3%	25.9%
	% of Total	8.2%	12.1%	2.5%	1.9%	1.3%	25.9%
GS-13	Count	51	105	18	12	11	197
	% within GSLevel	25.9%	53.3%	9.1%	6.1%	5.6%	100.0%
	% within ShortDetail	14.5%	22.5%	17.6%	19.7%	28.2%	19.3%
	% of Total	5.0%	10.3%	1.8%	1.2%	1.1%	19.3%
GS-14	Count	24	41	7	11	3	86
	% within GSLevel	27.9%	47.7%	8.1%	12.8%	3.5%	100.0%
	% within ShortDetail	6.8%	8.8%	6.9%	18.0%	7.7%	8.4%
	% of Total	2.4%	4.0%	.7%	1.1%	.3%	8.4%
GS-15	Count	1	2	0	0	1	4
	% within GSLevel	25.0%	50.0%	.0%	.0%	25.0%	100.0%
	% within ShortDetail	.3%	.4%	.0%	.0%	2.6%	.4%
	% of Total	.1%	.2%	.0%	.0%	.1%	.4%
Total	Count	352	466	102	61	39	1020
	% within GSLevel	34.5%	45.7%	10.0%	6.0%	3.8%	100.0%
	% within ShortDetail	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	34.5%	45.7%	10.0%	6.0%	3.8%	100.0%

Table 379. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with GS-level pay grade.

GSLevel * LongDetail Crosstabulation

			LongDetail					Total
			Very Effective	Somewhat Effective	Not Sure	Somewhat Ineffective	Not at all Effective	
GSLevel	GS-4	Count	6	7	3	0	0	16
		% within GSLevel	37.5%	43.8%	18.8%	.0%	.0%	100.0%
		% within LongDetail	2.3%	1.8%	1.4%	.0%	.0%	1.6%
		% of Total	.6%	.7%	.3%	.0%	.0%	1.6%
	GS-5	Count	13	13	8	3	0	37
		% within GSLevel	35.1%	35.1%	21.6%	8.1%	.0%	100.0%
		% within LongDetail	4.9%	3.3%	3.7%	3.4%	.0%	3.6%
		% of Total	1.3%	1.3%	.8%	.3%	.0%	3.6%
	GS-6	Count	7	5	3	2	2	19
		% within GSLevel	36.8%	26.3%	15.8%	10.5%	10.5%	100.0%
		% within LongDetail	2.6%	1.3%	1.4%	2.2%	3.7%	1.9%
		% of Total	.7%	.5%	.3%	.2%	.2%	1.9%
	GS-7	Count	18	19	16	2	3	58
		% within GSLevel	31.0%	32.8%	27.6%	3.4%	5.2%	100.0%
		% within LongDetail	6.8%	4.8%	7.3%	2.2%	5.6%	5.7%
		% of Total	1.8%	1.9%	1.6%	.2%	.3%	5.7%
	GS-8	Count	2	4	3	0	0	9
		% within GSLevel	22.2%	44.4%	33.3%	.0%	.0%	100.0%
		% within LongDetail	.8%	1.0%	1.4%	.0%	.0%	.9%
		% of Total	.2%	.4%	.3%	.0%	.0%	.9%
	GS-9	Count	36	52	35	8	5	136
		% within GSLevel	26.5%	38.2%	25.7%	5.9%	3.7%	100.0%
		% within LongDetail	13.6%	13.2%	16.1%	9.0%	9.3%	13.3%
		% of Total	3.5%	5.1%	3.4%	.8%	.5%	13.3%

GS-10	Count	0	2	0	1	0	3
	% within GSLevel	.0%	66.7%	.0%	33.3%	.0%	100.0%
	% within LongDetail	.0%	.5%	.0%	1.1%	.0%	.3%
	% of Total	.0%	.2%	.0%	.1%	.0%	.3%
GS-11	Count	47	73	46	14	10	190
	% within GSLevel	24.7%	38.4%	24.2%	7.4%	5.3%	100.0%
	% within LongDetail	17.7%	18.6%	21.1%	15.7%	18.5%	18.6%
	% of Total	4.6%	7.2%	4.5%	1.4%	1.0%	18.6%
GS-12	Count	57	94	61	37	15	264
	% within GSLevel	21.6%	35.6%	23.1%	14.0%	5.7%	100.0%
	% within LongDetail	21.5%	23.9%	28.0%	41.6%	27.8%	25.9%
	% of Total	5.6%	9.2%	6.0%	3.6%	1.5%	25.9%
GS-13	Count	42	86	36	16	17	197
	% within GSLevel	21.3%	43.7%	18.3%	8.1%	8.6%	100.0%
	% within LongDetail	15.8%	21.9%	16.5%	18.0%	31.5%	19.3%
	% of Total	4.1%	8.4%	3.5%	1.6%	1.7%	19.3%
GS-14	Count	35	36	7	6	2	86
	% within GSLevel	40.7%	41.9%	8.1%	7.0%	2.3%	100.0%
	% within LongDetail	13.2%	9.2%	3.2%	6.7%	3.7%	8.4%
	% of Total	3.4%	3.5%	.7%	.6%	.2%	8.4%
GS-15	Count	2	2	0	0	0	4
	% within GSLevel	50.0%	50.0%	.0%	.0%	.0%	100.0%
	% within LongDetail	.8%	.5%	.0%	.0%	.0%	.4%
	% of Total	.2%	.2%	.0%	.0%	.0%	.4%
Total	Count	265	393	218	89	54	1019
	% within GSLevel	26.0%	38.6%	21.4%	8.7%	5.3%	100.0%
	% within LongDetail	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	26.0%	38.6%	21.4%	8.7%	5.3%	100.0%

Table 380. Cross-tabulation of establishing additional regional and national leadership positions at locations outside of major urban areas to improve and encourage leadership development with GS-level pay grade.

GSLevel * Decentralize Crosstabulation

			Decentralize					Total
			Very Effective	Somewhat Effective	Not Sure	Somewhat Ineffective	Not at all Effective	
GSLevel	GS-4	Count	7	4	5	0	0	16
		% within GSLevel	43.8%	25.0%	31.3%	.0%	.0%	100.0%
		% within Decentralize	1.5%	1.1%	3.4%	.0%	.0%	1.6%
		% of Total	.7%	.4%	.5%	.0%	.0%	1.6%
	GS-5	Count	16	13	9	0	0	38
		% within GSLevel	42.1%	34.2%	23.7%	.0%	.0%	100.0%
		% within Decentralize	3.5%	3.5%	6.2%	.0%	.0%	3.7%
		% of Total	1.6%	1.3%	.9%	.0%	.0%	3.7%
	GS-6	Count	6	7	5	0	1	19
		% within GSLevel	31.6%	36.8%	26.3%	.0%	5.3%	100.0%
		% within Decentralize	1.3%	1.9%	3.4%	.0%	5.3%	1.9%
		% of Total	.6%	.7%	.5%	.0%	.1%	1.9%
	GS-7	Count	21	21	14	0	2	58
		% within GSLevel	36.2%	36.2%	24.1%	.0%	3.4%	100.0%
		% within Decentralize	4.6%	5.6%	9.7%	.0%	10.5%	5.7%
		% of Total	2.1%	2.1%	1.4%	.0%	.2%	5.7%
	GS-8	Count	5	2	2	0	0	9
		% within GSLevel	55.6%	22.2%	22.2%	.0%	.0%	100.0%
		% within Decentralize	1.1%	.5%	1.4%	.0%	.0%	.9%
		% of Total	.5%	.2%	.2%	.0%	.0%	.9%
	GS-9	Count	60	51	22	2	0	135
		% within GSLevel	44.4%	37.8%	16.3%	1.5%	.0%	100.0%
		% within Decentralize	13.2%	13.6%	15.2%	8.3%	.0%	13.3%
		% of Total	5.9%	5.0%	2.2%	.2%	.0%	13.3%

GS-10	Count	0	1	1	0	1	3
	% within GSLevel	.0%	33.3%	33.3%	.0%	33.3%	100.0%
	% within Decentralize	.0%	.3%	.7%	.0%	5.3%	.3%
	% of Total	.0%	.1%	.1%	.0%	.1%	.3%
GS-11	Count	96	56	32	1	4	189
	% within GSLevel	50.8%	29.6%	16.9%	.5%	2.1%	100.0%
	% within Decentralize	21.1%	15.0%	22.1%	4.2%	21.1%	18.6%
	% of Total	9.4%	5.5%	3.1%	.1%	.4%	18.6%
GS-12	Count	120	105	28	5	6	264
	% within GSLevel	45.5%	39.8%	10.6%	1.9%	2.3%	100.0%
	% within Decentralize	26.3%	28.1%	19.3%	20.8%	31.6%	25.9%
	% of Total	11.8%	10.3%	2.8%	.5%	.6%	25.9%
GS-13	Count	78	85	20	9	5	197
	% within GSLevel	39.6%	43.1%	10.2%	4.6%	2.5%	100.0%
	% within Decentralize	17.1%	22.7%	13.8%	37.5%	26.3%	19.4%
	% of Total	7.7%	8.3%	2.0%	.9%	.5%	19.4%
GS-14	Count	45	27	7	7	0	86
	% within GSLevel	52.3%	31.4%	8.1%	8.1%	.0%	100.0%
	% within Decentralize	9.9%	7.2%	4.8%	29.2%	.0%	8.4%
	% of Total	4.4%	2.7%	.7%	.7%	.0%	8.4%
GS-15	Count	2	2	0	0	0	4
	% within GSLevel	50.0%	50.0%	.0%	.0%	.0%	100.0%
	% within Decentralize	.4%	.5%	.0%	.0%	.0%	.4%
	% of Total	.2%	.2%	.0%	.0%	.0%	.4%
Total	Count	456	374	145	24	19	1018
	% within GSLevel	44.8%	36.7%	14.2%	2.4%	1.9%	100.0%
	% within Decentralize	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	44.8%	36.7%	14.2%	2.4%	1.9%	100.0%

Table 381. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with highest level to which an employee aspires.

LongDetail * HighestLevel Crosstabulation

			HighestLevel			
			Refuge	Regional Office	Washington Office	Total
LongDetail	Very Effective	Count	96	100	69	265
		% within LongDetail	36.2%	37.7%	26.0%	100.0%
		% within HighestLevel	18.0%	32.8%	43.9%	26.6%
		% of Total	9.6%	10.0%	6.9%	26.6%
	Somewhat Effective	Count	212	109	57	378
		% within LongDetail	56.1%	28.8%	15.1%	100.0%
		% within HighestLevel	39.7%	35.7%	36.3%	38.0%
		% of Total	21.3%	10.9%	5.7%	38.0%
	Not Sure	Count	133	61	18	212
		% within LongDetail	62.7%	28.8%	8.5%	100.0%
		% within HighestLevel	24.9%	20.0%	11.5%	21.3%
		% of Total	13.4%	6.1%	1.8%	21.3%
	Somewhat Ineffective	Count	54	27	8	89
		% within LongDetail	60.7%	30.3%	9.0%	100.0%
		% within HighestLevel	10.1%	8.9%	5.1%	8.9%
		% of Total	5.4%	2.7%	.8%	8.9%
	Not at all Effective	Count	39	8	5	52
		% within LongDetail	75.0%	15.4%	9.6%	100.0%
		% within HighestLevel	7.3%	2.6%	3.2%	5.2%
		% of Total	3.9%	.8%	.5%	5.2%
Total		Count	534	305	157	996
		% within LongDetail	53.6%	30.6%	15.8%	100.0%
		% within HighestLevel	100.0%	100.0%	100.0%	100.0%
		% of Total	53.6%	30.6%	15.8%	100.0%

Table 382. Cross-tabulation of establishing additional regional and national leadership positions at locations outside of major urban areas to improve and encourage leadership development with highest level to which an employee aspires.

Decentralize * HighestLevel Crosstabulation

			HighestLevel			
			Refuge	Regional Office	Washington Office	Total
Decentralize	Very Effective	Count	211	142	101	454
		% within Decentralize	46.5%	31.3%	22.2%	100.0%
		% within HighestLevel	39.7%	46.6%	64.3%	45.7%
		% of Total	21.2%	14.3%	10.2%	45.7%
	Somewhat Effective	Count	217	110	35	362
		% within Decentralize	59.9%	30.4%	9.7%	100.0%
		% within HighestLevel	40.9%	36.1%	22.3%	36.5%
		% of Total	21.9%	11.1%	3.5%	36.5%
	Not Sure	Count	79	45	12	136
		% within Decentralize	58.1%	33.1%	8.8%	100.0%
		% within HighestLevel	14.9%	14.8%	7.6%	13.7%
		% of Total	8.0%	4.5%	1.2%	13.7%
	Somewhat Ineffective	Count	12	5	6	23
		% within Decentralize	52.2%	21.7%	26.1%	100.0%
		% within HighestLevel	2.3%	1.6%	3.8%	2.3%
		% of Total	1.2%	.5%	.6%	2.3%
	Not at all Effective	Count	12	3	3	18
		% within Decentralize	66.7%	16.7%	16.7%	100.0%
		% within HighestLevel	2.3%	1.0%	1.9%	1.8%
		% of Total	1.2%	.3%	.3%	1.8%
Total		Count	531	305	157	993
		% within Decentralize	53.5%	30.7%	15.8%	100.0%
		% within HighestLevel	100.0%	100.0%	100.0%	100.0%
		% of Total	53.5%	30.7%	15.8%	100.0%

Table 383. Cross-tabulation of gender with years of service in the NWRS.

Gender * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
Gender	Male	Count	225	254	178	657
		% within Gender	34.2%	38.7%	27.1%	100.0%
		% within YearsNWRSGroups	56.0%	63.5%	71.8%	62.6%
		% of Total	21.4%	24.2%	17.0%	62.6%
	Female	Count	177	146	70	393
		% within Gender	45.0%	37.2%	17.8%	100.0%
		% within YearsNWRSGroups	44.0%	36.5%	28.2%	37.4%
		% of Total	16.9%	13.9%	6.7%	37.4%
Total		Count	402	400	248	1050
		% within Gender	38.3%	38.1%	23.6%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	38.3%	38.1%	23.6%	100.0%

Table 384. Cross-tabulation of occupational series with years of service in the NWRS.

OccSeries * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	36	30	10	76
		% within OccSeries	47.4%	39.5%	13.2%	100.0%
		% within YearsNWRSGroups	9.1%	7.4%	4.0%	7.2%
		% of Total	3.4%	2.9%	1.0%	7.2%
	Law Enforcement Park Ranger	Count	28	8	5	41
		% within OccSeries	68.3%	19.5%	12.2%	100.0%
		% within YearsNWRSGroups	7.1%	2.0%	2.0%	3.9%
		% of Total	2.7%	.8%	.5%	3.9%
	General Administration	Count	53	35	15	103
		% within OccSeries	51.5%	34.0%	14.6%	100.0%
		% within YearsNWRSGroups	13.4%	8.7%	6.0%	9.8%
		% of Total	5.1%	3.3%	1.4%	9.8%
	Forestry Techician	Count	11	10	5	26
		% within OccSeries	42.3%	38.5%	19.2%	100.0%
		% within YearsNWRSGroups	2.8%	2.5%	2.0%	2.5%
		% of Total	1.0%	1.0%	.5%	2.5%

	F&W Administrator/Refuge Mgr	Count	56	148	145	349
		% within OccSeries	16.0%	42.4%	41.5%	100.0%
		% within YearsNWRSGroups	14.1%	36.7%	58.2%	33.3%
		% of Total	5.3%	14.1%	13.8%	33.3%
	Wildlife Biologist	Count	68	65	28	161
		% within OccSeries	42.2%	40.4%	17.4%	100.0%
		% within YearsNWRSGroups	17.1%	16.1%	11.2%	15.3%
		% of Total	6.5%	6.2%	2.7%	15.3%
	Other Biological Scientist	Count	65	56	15	136
		% within OccSeries	47.8%	41.2%	11.0%	100.0%
		% within YearsNWRSGroups	16.4%	13.9%	6.0%	13.0%
		% of Total	6.2%	5.3%	1.4%	13.0%
	Realty	Count	8	6	9	23
		% within OccSeries	34.8%	26.1%	39.1%	100.0%
		% within YearsNWRSGroups	2.0%	1.5%	3.6%	2.2%
		% of Total	.8%	.6%	.9%	2.2%
	General Maintenance	Count	16	13	4	33
		% within OccSeries	48.5%	39.4%	12.1%	100.0%
		% within YearsNWRSGroups	4.0%	3.2%	1.6%	3.1%
		% of Total	1.5%	1.2%	.4%	3.1%
	Other	Count	56	32	13	101
		% within OccSeries	55.4%	31.7%	12.9%	100.0%
		% within YearsNWRSGroups	14.1%	7.9%	5.2%	9.6%
		% of Total	5.3%	3.1%	1.2%	9.6%
Total		Count	397	403	249	1049
		% within OccSeries	37.8%	38.4%	23.7%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	37.8%	38.4%	23.7%	100.0%

Table 385. Cross-tabulation of GS-level pay grade with years of service in the NWRS.

GSLevel * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
GSLevel	GS-4	Count	15	0	1	16
		% within GSLevel	93.8%	.0%	6.3%	100.0%
		% within YearsNWRSGroups	3.9%	.0%	.4%	1.6%
		% of Total	1.5%	.0%	.1%	1.6%
	GS-5	Count	34	4	0	38
		% within GSLevel	89.5%	10.5%	.0%	100.0%
		% within YearsNWRSGroups	8.8%	1.0%	.0%	3.7%
		% of Total	3.3%	.4%	.0%	3.7%
	GS-6	Count	14	5	0	19
		% within GSLevel	73.7%	26.3%	.0%	100.0%
		% within YearsNWRSGroups	3.6%	1.3%	.0%	1.9%
		% of Total	1.4%	.5%	.0%	1.9%
	GS-7	Count	38	15	5	58
		% within GSLevel	65.5%	25.9%	8.6%	100.0%
		% within YearsNWRSGroups	9.8%	3.8%	2.1%	5.7%
		% of Total	3.7%	1.5%	.5%	5.7%
	GS-8	Count	7	2	0	9
		% within GSLevel	77.8%	22.2%	.0%	100.0%
		% within YearsNWRSGroups	1.8%	.5%	.0%	.9%
		% of Total	.7%	.2%	.0%	.9%
	GS-9	Count	82	37	19	138
		% within GSLevel	59.4%	26.8%	13.8%	100.0%
		% within YearsNWRSGroups	21.1%	9.4%	7.9%	13.5%
		% of Total	8.0%	3.6%	1.9%	13.5%
	GS-10	Count	1	1	1	3
		% within GSLevel	33.3%	33.3%	33.3%	100.0%
		% within YearsNWRSGroups	.3%	.3%	.4%	.3%
		% of Total	.1%	.1%	.1%	.3%
	GS-11	Count	80	85	25	190
		% within GSLevel	42.1%	44.7%	13.2%	100.0%
		% within YearsNWRSGroups	20.6%	21.7%	10.3%	18.6%
		% of Total	7.8%	8.3%	2.4%	18.6%
	GS-12	Count	71	137	56	264
		% within GSLevel	26.9%	51.9%	21.2%	100.0%
		% within YearsNWRSGroups	18.3%	34.9%	23.1%	25.8%
		% of Total	6.9%	13.4%	5.5%	25.8%

			< 10 Years	10-19 Years	>=20 Years	Total
GS-13		Count	38	77	82	197
		% within GSLevel	19.3%	39.1%	41.6%	100.0%
		% within YearsNWRSGroups	9.8%	19.6%	33.9%	19.3%
		% of Total	3.7%	7.5%	8.0%	19.3%
GS-14		Count	8	29	49	86
		% within GSLevel	9.3%	33.7%	57.0%	100.0%
		% within YearsNWRSGroups	2.1%	7.4%	20.2%	8.4%
		% of Total	.8%	2.8%	4.8%	8.4%
GS-15		Count	0	0	4	4
		% within GSLevel	.0%	.0%	100.0%	100.0%
		% within YearsNWRSGroups	.0%	.0%	1.7%	.4%
		% of Total	.0%	.0%	.4%	.4%
Total		Count	388	392	242	1022
		% within GSLevel	38.0%	38.4%	23.7%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	38.0%	38.4%	23.7%	100.0%

Table 386. Cross-tabulation of employee's present work location with years of service with the NWRS.

WhereWork * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
WhereWork	Refuge	Count	319	342	197	858
		% within WhereWork	37.2%	39.9%	23.0%	100.0%
		% within YearsNWRSGroups	79.0%	84.9%	79.4%	81.3%
		% of Total	30.2%	32.4%	18.7%	81.3%
	Regional Office	Count	67	54	37	158
		% within WhereWork	42.4%	34.2%	23.4%	100.0%
		% within YearsNWRSGroups	16.6%	13.4%	14.9%	15.0%
		% of Total	6.4%	5.1%	3.5%	15.0%
	Washington Office	Count	18	7	14	39
		% within WhereWork	46.2%	17.9%	35.9%	100.0%
		% within YearsNWRSGroups	4.5%	1.7%	5.6%	3.7%
		% of Total	1.7%	.7%	1.3%	3.7%
Total		Count	404	403	248	1055
		% within WhereWork	38.3%	38.2%	23.5%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	38.3%	38.2%	23.5%	100.0%

Table 387. Cross-tabulation of highest level to which an employee aspires with years of service in the NWRS.

HighestLevel * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
HighestLevel	Refuge	Count	175	212	148	535
		% within HighestLevel	32.7%	39.6%	27.7%	100.0%
		% within YearsNWRSGroups	45.8%	54.8%	64.6%	53.6%
		% of Total	17.5%	21.2%	14.8%	53.6%
	Regional Office	Count	134	108	63	305
		% within HighestLevel	43.9%	35.4%	20.7%	100.0%
		% within YearsNWRSGroups	35.1%	27.9%	27.5%	30.6%
		% of Total	13.4%	10.8%	6.3%	30.6%
	Washington Office	Count	73	67	18	158
		% within HighestLevel	46.2%	42.4%	11.4%	100.0%
		% within YearsNWRSGroups	19.1%	17.3%	7.9%	15.8%
		% of Total	7.3%	6.7%	1.8%	15.8%
Total		Count	382	387	229	998
		% within HighestLevel	38.3%	38.8%	22.9%	100.0%
		% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%
		% of Total	38.3%	38.8%	22.9%	100.0%

Table 388. Cross tabulation of age groups with intent to spend the rest of the employee's career with the NWRS.

AgeGroups * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
AgeGroups	<30	Count	34	32	3	69
		% within AgeGroups	49.3%	46.4%	4.3%	100.0%
		% within CareerNWRS	4.6%	11.3%	15.0%	6.7%
		% of Total	3.3%	3.1%	.3%	6.7%
	30-39	Count	125	79	7	211
		% within AgeGroups	59.2%	37.4%	3.3%	100.0%
		% within CareerNWRS	17.1%	27.8%	35.0%	20.4%
		% of Total	12.1%	7.6%	.7%	20.4%
	40-49	Count	269	91	6	366
		% within AgeGroups	73.5%	24.9%	1.6%	100.0%
		% within CareerNWRS	36.7%	32.0%	30.0%	35.3%
		% of Total	26.0%	8.8%	.6%	35.3%
	50-59	Count	260	74	4	338
		% within AgeGroups	76.9%	21.9%	1.2%	100.0%
		% within CareerNWRS	35.5%	26.1%	20.0%	32.6%
		% of Total	25.1%	7.1%	.4%	32.6%
	60+	Count	44	8	0	52
		% within AgeGroups	84.6%	15.4%	.0%	100.0%
		% within CareerNWRS	6.0%	2.8%	.0%	5.0%
		% of Total	4.2%	.8%	.0%	5.0%
Total		Count	732	284	20	1036
		% within AgeGroups	70.7%	27.4%	1.9%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	70.7%	27.4%	1.9%	100.0%

Table 389. Cross tabulation of gender with intent to spend the rest of the employee's career with the NWRS.

Gender * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
Gender	Male	Count	497	143	10	650
		% within Gender	76.5%	22.0%	1.5%	100.0%
		% within CareerNWRS	67.9%	50.2%	50.0%	62.7%
		% of Total	47.9%	13.8%	1.0%	62.7%
	Female	Count	235	142	10	387
		% within Gender	60.7%	36.7%	2.6%	100.0%
		% within CareerNWRS	32.1%	49.8%	50.0%	37.3%
		% of Total	22.7%	13.7%	1.0%	37.3%
Total		Count	732	285	20	1037
		% within Gender	70.6%	27.5%	1.9%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	70.6%	27.5%	1.9%	100.0%

Table 390. Cross tabulation of occupational series with intent to spend the rest of the employee's career with the NWRS.

OccSeries * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	44	29	3	76
		% within OccSeries	57.9%	38.2%	3.9%	100.0%
		% within CareerNWRS	6.0%	10.2%	14.3%	7.3%
		% of Total	4.2%	2.8%	.3%	7.3%
	Law Enforcement Park Ranger	Count	24	14	3	41
		% within OccSeries	58.5%	34.1%	7.3%	100.0%
		% within CareerNWRS	3.3%	4.9%	14.3%	4.0%
		% of Total	2.3%	1.4%	.3%	4.0%
	General Administration	Count	61	38	3	102
		% within OccSeries	59.8%	37.3%	2.9%	100.0%
		% within CareerNWRS	8.3%	13.3%	14.3%	9.8%
		% of Total	5.9%	3.7%	.3%	9.8%
	Forestry Techician	Count	15	8	1	24
		% within OccSeries	62.5%	33.3%	4.2%	100.0%
		% within CareerNWRS	2.1%	2.8%	4.8%	2.3%
		% of Total	1.4%	.8%	.1%	2.3%

F&W Administrator/Refuge Mgr	Count	306	41	0	347
	% within OccSeries	88.2%	11.8%	.0%	100.0%
	% within CareerNWRS	41.9%	14.4%	.0%	33.5%
	% of Total	29.5%	4.0%	.0%	33.5%
Wildlife Biologist	Count	112	47	1	160
	% within OccSeries	70.0%	29.4%	.6%	100.0%
	% within CareerNWRS	15.3%	16.5%	4.8%	15.4%
	% of Total	10.8%	4.5%	.1%	15.4%
Other Biological Scientist	Count	79	47	8	134
	% within OccSeries	59.0%	35.1%	6.0%	100.0%
	% within CareerNWRS	10.8%	16.5%	38.1%	12.9%
	% of Total	7.6%	4.5%	.8%	12.9%
Realty	Count	15	8	0	23
	% within OccSeries	65.2%	34.8%	.0%	100.0%
	% within CareerNWRS	2.1%	2.8%	.0%	2.2%
	% of Total	1.4%	.8%	.0%	2.2%
General Maintenance	Count	25	6	1	32
	% within OccSeries	78.1%	18.8%	3.1%	100.0%
	% within CareerNWRS	3.4%	2.1%	4.8%	3.1%
	% of Total	2.4%	.6%	.1%	3.1%
Other	Count	50	47	1	98
	% within OccSeries	51.0%	48.0%	1.0%	100.0%
	% within CareerNWRS	6.8%	16.5%	4.8%	9.5%
	% of Total	4.8%	4.5%	.1%	9.5%
Total	Count	731	285	21	1037
	% within OccSeries	70.5%	27.5%	2.0%	100.0%
	% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
	% of Total	70.5%	27.5%	2.0%	100.0%

Table 391. Cross tabulation of GS-level pay grade with intent to spend the rest of the employee's career with the NWRS.

GSLevel * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
GSLevel	GS-4	Count	5	10	0	15
		% within GSLevel	33.3%	66.7%	.0%	100.0%
		% within CareerNWRS	.7%	3.5%	.0%	1.5%
		% of Total	.5%	1.0%	.0%	1.5%
	GS-5	Count	18	19	0	37
		% within GSLevel	48.6%	51.4%	.0%	100.0%
		% within CareerNWRS	2.5%	6.7%	.0%	3.7%
		% of Total	1.8%	1.9%	.0%	3.7%
	GS-6	Count	10	7	2	19
		% within GSLevel	52.6%	36.8%	10.5%	100.0%
		% within CareerNWRS	1.4%	2.5%	9.5%	1.9%
		% of Total	1.0%	.7%	.2%	1.9%
	GS-7	Count	33	23	1	57
		% within GSLevel	57.9%	40.4%	1.8%	100.0%
		% within CareerNWRS	4.7%	8.2%	4.8%	5.6%
		% of Total	3.3%	2.3%	.1%	5.6%
	GS-8	Count	5	4	0	9
		% within GSLevel	55.6%	44.4%	.0%	100.0%
		% within CareerNWRS	.7%	1.4%	.0%	.9%
		% of Total	.5%	.4%	.0%	.9%
	GS-9	Count	82	47	7	136
		% within GSLevel	60.3%	34.6%	5.1%	100.0%
		% within CareerNWRS	11.6%	16.7%	33.3%	13.5%
		% of Total	8.1%	4.6%	.7%	13.5%
	GS-10	Count	2	0	1	3
		% within GSLevel	66.7%	.0%	33.3%	100.0%
		% within CareerNWRS	.3%	.0%	4.8%	.3%
		% of Total	.2%	.0%	.1%	.3%
	GS-11	Count	128	53	4	185
		% within GSLevel	69.2%	28.6%	2.2%	100.0%
		% within CareerNWRS	18.1%	18.8%	19.0%	18.3%
		% of Total	12.7%	5.2%	.4%	18.3%
	GS-12	Count	189	69	5	263
		% within GSLevel	71.9%	26.2%	1.9%	100.0%
		% within CareerNWRS	26.7%	24.5%	23.8%	26.0%
		% of Total	18.7%	6.8%	.5%	26.0%

			Yes	Uncertain	No	Total
GS-13		Count	157	39	1	197
		% within GSLevel	79.7%	19.8%	.5%	100.0%
		% within CareerNWRS	22.2%	13.8%	4.8%	19.5%
		% of Total	15.5%	3.9%	.1%	19.5%
GS-14		Count	75	11	0	86
		% within GSLevel	87.2%	12.8%	.0%	100.0%
		% within CareerNWRS	10.6%	3.9%	.0%	8.5%
		% of Total	7.4%	1.1%	.0%	8.5%
GS-15		Count	4	0	0	4
		% within GSLevel	100.0%	.0%	.0%	100.0%
		% within CareerNWRS	.6%	.0%	.0%	.4%
		% of Total	.4%	.0%	.0%	.4%
Total		Count	708	282	21	1011
		% within GSLevel	70.0%	27.9%	2.1%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	70.0%	27.9%	2.1%	100.0%

Table 392. Cross tabulation of present location of employees with intent to spend the rest of the employee's career with the NWRS.

WhereWork * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
WhereWork	Refuge	Count	618	211	17	846
		% within WhereWork	73.0%	24.9%	2.0%	100.0%
		% within CareerNWRS	84.4%	73.3%	81.0%	81.3%
		% of Total	59.4%	20.3%	1.6%	81.3%
	Regional Office	Count	90	63	3	156
		% within WhereWork	57.7%	40.4%	1.9%	100.0%
		% within CareerNWRS	12.3%	21.9%	14.3%	15.0%
		% of Total	8.6%	6.1%	.3%	15.0%
	Washington Office	Count	24	14	1	39
		% within WhereWork	61.5%	35.9%	2.6%	100.0%
		% within CareerNWRS	3.3%	4.9%	4.8%	3.7%
		% of Total	2.3%	1.3%	.1%	3.7%
Total		Count	732	288	21	1041
		% within WhereWork	70.3%	27.7%	2.0%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	70.3%	27.7%	2.0%	100.0%

Table 393. Cross tabulation of highest level to which an employee aspires with intent to spend the rest of the employee's career with the NWRS.

HighestLevel * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
HighestLevel	Refuge	Count	409	114	8	531
		% within HighestLevel	77.0%	21.5%	1.5%	100.0%
		% within CareerNWRS	58.5%	42.4%	47.1%	53.9%
		% of Total	41.5%	11.6%	.8%	53.9%
	Regional Office	Count	196	96	5	297
		% within HighestLevel	66.0%	32.3%	1.7%	100.0%
		% within CareerNWRS	28.0%	35.7%	29.4%	30.2%
		% of Total	19.9%	9.7%	.5%	30.2%
	Washington Office	Count	94	59	4	157
		% within HighestLevel	59.9%	37.6%	2.5%	100.0%
		% within CareerNWRS	13.4%	21.9%	23.5%	15.9%
		% of Total	9.5%	6.0%	.4%	15.9%
Total		Count	699	269	17	985
		% within HighestLevel	71.0%	27.3%	1.7%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	71.0%	27.3%	1.7%	100.0%

Table 394. Cross tabulation of region with intent to spend the rest of the employee's career with the NWRS.

Region * CareerNWRS Crosstabulation

			CareerNWRS			Total
			Yes	Uncertain	No	
Region	Pacific (R1)	Count	67	25	3	95
		% within Region	70.5%	26.3%	3.2%	100.0%
		% within CareerNWRS	9.4%	9.1%	15.0%	9.4%
		% of Total	6.7%	2.5%	.3%	9.4%
	Southwest (R2)	Count	83	35	3	121
		% within Region	68.6%	28.9%	2.5%	100.0%
		% within CareerNWRS	11.7%	12.7%	15.0%	12.0%
		% of Total	8.2%	3.5%	.3%	12.0%
	Midwest (R3)	Count	132	42	3	177
		% within Region	74.6%	23.7%	1.7%	100.0%
		% within CareerNWRS	18.6%	15.2%	15.0%	17.6%
		% of Total	13.1%	4.2%	.3%	17.6%
	Southeast (R4)	Count	125	40	3	168
		% within Region	74.4%	23.8%	1.8%	100.0%
		% within CareerNWRS	17.6%	14.5%	15.0%	16.7%
		% of Total	12.4%	4.0%	.3%	16.7%
	Northeast (R5)	Count	85	42	4	131
		% within Region	64.9%	32.1%	3.1%	100.0%
		% within CareerNWRS	12.0%	15.2%	20.0%	13.0%
		% of Total	8.4%	4.2%	.4%	13.0%
	Mountain-Prairie (R6)	Count	115	38	1	154
		% within Region	74.7%	24.7%	.6%	100.0%
		% within CareerNWRS	16.2%	13.8%	5.0%	15.3%
		% of Total	11.4%	3.8%	.1%	15.3%
	Alaska (R7)	Count	51	31	1	83
		% within Region	61.4%	37.3%	1.2%	100.0%
		% within CareerNWRS	7.2%	11.2%	5.0%	8.2%
		% of Total	5.1%	3.1%	.1%	8.2%
	Pacific Southwest (R8)	Count	53	23	2	78
		% within Region	67.9%	29.5%	2.6%	100.0%
		% within CareerNWRS	7.5%	8.3%	10.0%	7.7%
		% of Total	5.3%	2.3%	.2%	7.7%
Total		Count	711	276	20	1007
		% within Region	70.6%	27.4%	2.0%	100.0%
		% within CareerNWRS	100.0%	100.0%	100.0%	100.0%
		% of Total	70.6%	27.4%	2.0%	100.0%

Table 395. Cross tabulation of age groups with projected date of retirement.

AgeGroups * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
AgeGroups	<30	Count	0	0	0	0	3	69	72
		% within AgeGroups	.0%	.0%	.0%	.0%	4.2%	95.8%	100.0%
		% within WhenRetire	.0%	.0%	.0%	.0%	1.3%	18.9%	6.9%
		% of Total	.0%	.0%	.0%	.0%	.3%	6.6%	6.9%
	30-39	Count	0	1	2	5	25	180	213
		% within AgeGroups	.0%	.5%	.9%	2.3%	11.7%	84.5%	100.0%
		% within WhenRetire	.0%	.8%	1.9%	3.4%	11.0%	49.2%	20.4%
		% of Total	.0%	.1%	.2%	.5%	2.4%	17.3%	20.4%
	40-49	Count	0	5	26	66	160	110	367
		% within AgeGroups	.0%	1.4%	7.1%	18.0%	43.6%	30.0%	100.0%
		% within WhenRetire	.0%	3.8%	24.5%	44.3%	70.5%	30.1%	35.2%
		% of Total	.0%	.5%	2.5%	6.3%	15.3%	10.5%	35.2%
	50-59	Count	46	102	72	74	38	7	339
		% within AgeGroups	13.6%	30.1%	21.2%	21.8%	11.2%	2.1%	100.0%
		% within WhenRetire	73.0%	77.3%	67.9%	49.7%	16.7%	1.9%	32.5%
		% of Total	4.4%	9.8%	6.9%	7.1%	3.6%	.7%	32.5%
	60+	Count	17	24	6	4	1	0	52
		% within AgeGroups	32.7%	46.2%	11.5%	7.7%	1.9%	.0%	100.0%
		% within WhenRetire	27.0%	18.2%	5.7%	2.7%	.4%	.0%	5.0%
		% of Total	1.6%	2.3%	.6%	.4%	.1%	.0%	5.0%
Total		Count	63	132	106	149	227	366	1043
		% within AgeGroups	6.0%	12.7%	10.2%	14.3%	21.8%	35.1%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	6.0%	12.7%	10.2%	14.3%	21.8%	35.1%	100.0%

Table 396. Cross tabulation of occupational series with projected date of retirement.

OccSeries * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	3	10	9	3	13	37	75
		% within OccSeries	4.0%	13.3%	12.0%	4.0%	17.3%	49.3%	100.0%
		% within WhenRetire	4.9%	7.6%	8.4%	2.0%	5.8%	10.1%	7.2%
		% of Total	.3%	1.0%	.9%	.3%	1.2%	3.6%	7.2%
	Law Enforcement Park Ranger	Count	2	5	3	10	14	7	41
		% within OccSeries	4.9%	12.2%	7.3%	24.4%	34.1%	17.1%	100.0%
		% within WhenRetire	3.3%	3.8%	2.8%	6.7%	6.2%	1.9%	3.9%
		% of Total	.2%	.5%	.3%	1.0%	1.3%	.7%	3.9%
	General Administration	Count	3	14	12	23	23	28	103
		% within OccSeries	2.9%	13.6%	11.7%	22.3%	22.3%	27.2%	100.0%
		% within WhenRetire	4.9%	10.7%	11.2%	15.3%	10.2%	7.6%	9.9%
		% of Total	.3%	1.3%	1.2%	2.2%	2.2%	2.7%	9.9%
	Forestry Techician	Count	1	0	4	1	10	9	25
		% within OccSeries	4.0%	.0%	16.0%	4.0%	40.0%	36.0%	100.0%
		% within WhenRetire	1.6%	.0%	3.7%	.7%	4.4%	2.4%	2.4%
		% of Total	.1%	.0%	.4%	.1%	1.0%	.9%	2.4%
	F&W Administrator/Refuge Mgr	Count	32	52	34	43	86	101	348
		% within OccSeries	9.2%	14.9%	9.8%	12.4%	24.7%	29.0%	100.0%
		% within WhenRetire	52.5%	39.7%	31.8%	28.7%	38.2%	27.4%	33.4%
		% of Total	3.1%	5.0%	3.3%	4.1%	8.3%	9.7%	33.4%
	Wildlife Biologist	Count	8	11	10	19	33	78	159
		% within OccSeries	5.0%	6.9%	6.3%	11.9%	20.8%	49.1%	100.0%
		% within WhenRetire	13.1%	8.4%	9.3%	12.7%	14.7%	21.2%	15.3%
		% of Total	.8%	1.1%	1.0%	1.8%	3.2%	7.5%	15.3%

	Other Biological Scientist	Count	6	17	15	25	21	52	136
		% within OccSeries	4.4%	12.5%	11.0%	18.4%	15.4%	38.2%	100.0%
		% within WhenRetire	9.8%	13.0%	14.0%	16.7%	9.3%	14.1%	13.1%
		% of Total	.6%	1.6%	1.4%	2.4%	2.0%	5.0%	13.1%
	Realty	Count	2	7	4	4	2	4	23
		% within OccSeries	8.7%	30.4%	17.4%	17.4%	8.7%	17.4%	100.0%
		% within WhenRetire	3.3%	5.3%	3.7%	2.7%	.9%	1.1%	2.2%
		% of Total	.2%	.7%	.4%	.4%	.2%	.4%	2.2%
	General Maintenance	Count	0	3	3	10	6	10	32
		% within OccSeries	.0%	9.4%	9.4%	31.3%	18.8%	31.3%	100.0%
		% within WhenRetire	.0%	2.3%	2.8%	6.7%	2.7%	2.7%	3.1%
		% of Total	.0%	.3%	.3%	1.0%	.6%	1.0%	3.1%
	Other	Count	4	12	13	12	17	42	100
		% within OccSeries	4.0%	12.0%	13.0%	12.0%	17.0%	42.0%	100.0%
		% within WhenRetire	6.6%	9.2%	12.1%	8.0%	7.6%	11.4%	9.6%
		% of Total	.4%	1.2%	1.2%	1.2%	1.6%	4.0%	9.6%
Total		Count	61	131	107	150	225	368	1042
		% within OccSeries	5.9%	12.6%	10.3%	14.4%	21.6%	35.3%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.9%	12.6%	10.3%	14.4%	21.6%	35.3%	100.0%

Table 397. Cross tabulation of GS-level pay grade with projected date of retirement.

GSLevel * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
GSLevel	GS-4	Count	0	1	0	3	1	11	16
		% within GSLevel	.0%	6.3%	.0%	18.8%	6.3%	68.8%	100.0%
		% within WhenRetire	.0%	.8%	.0%	2.1%	.4%	3.1%	1.6%
		% of Total	.0%	.1%	.0%	.3%	.1%	1.1%	1.6%
	GS-5	Count	0	1	0	5	4	27	37
		% within GSLevel	.0%	2.7%	.0%	13.5%	10.8%	73.0%	100.0%
		% within WhenRetire	.0%	.8%	.0%	3.5%	1.8%	7.5%	3.6%
		% of Total	.0%	.1%	.0%	.5%	.4%	2.7%	3.6%
	GS-6	Count	0	1	1	2	2	13	19
		% within GSLevel	.0%	5.3%	5.3%	10.5%	10.5%	68.4%	100.0%
		% within WhenRetire	.0%	.8%	1.0%	1.4%	.9%	3.6%	1.9%
		% of Total	.0%	.1%	.1%	.2%	.2%	1.3%	1.9%
	GS-7	Count	1	3	4	6	16	28	58
		% within GSLevel	1.7%	5.2%	6.9%	10.3%	27.6%	48.3%	100.0%
		% within WhenRetire	1.6%	2.3%	4.0%	4.2%	7.1%	7.8%	5.7%
		% of Total	.1%	.3%	.4%	.6%	1.6%	2.8%	5.7%
	GS-8	Count	0	1	0	2	2	4	9
		% within GSLevel	.0%	11.1%	.0%	22.2%	22.2%	44.4%	100.0%
		% within WhenRetire	.0%	.8%	.0%	1.4%	.9%	1.1%	.9%
		% of Total	.0%	.1%	.0%	.2%	.2%	.4%	.9%
	GS-9	Count	5	13	14	10	30	65	137
		% within GSLevel	3.6%	9.5%	10.2%	7.3%	21.9%	47.4%	100.0%
		% within WhenRetire	8.2%	10.2%	14.0%	6.9%	13.4%	18.2%	13.5%
		% of Total	.5%	1.3%	1.4%	1.0%	3.0%	6.4%	13.5%

GS-10	Count	1	0	0	1	0	0	2
	% within GSLevel	50.0%	.0%	.0%	50.0%	.0%	.0%	100.0%
	% within WhenRetire	1.6%	.0%	.0%	.7%	.0%	.0%	.2%
	% of Total	.1%	.0%	.0%	.1%	.0%	.0%	.2%
GS-11	Count	6	19	17	24	44	79	189
	% within GSLevel	3.2%	10.1%	9.0%	12.7%	23.3%	41.8%	100.0%
	% within WhenRetire	9.8%	14.8%	17.0%	16.7%	19.6%	22.1%	18.6%
	% of Total	.6%	1.9%	1.7%	2.4%	4.3%	7.8%	18.6%
GS-12	Count	13	34	22	41	58	94	262
	% within GSLevel	5.0%	13.0%	8.4%	15.6%	22.1%	35.9%	100.0%
	% within WhenRetire	21.3%	26.6%	22.0%	28.5%	25.9%	26.3%	25.8%
	% of Total	1.3%	3.3%	2.2%	4.0%	5.7%	9.3%	25.8%
GS-13	Count	19	27	31	39	50	30	196
	% within GSLevel	9.7%	13.8%	15.8%	19.9%	25.5%	15.3%	100.0%
	% within WhenRetire	31.1%	21.1%	31.0%	27.1%	22.3%	8.4%	19.3%
	% of Total	1.9%	2.7%	3.1%	3.8%	4.9%	3.0%	19.3%
GS-14	Count	15	27	10	11	16	7	86
	% within GSLevel	17.4%	31.4%	11.6%	12.8%	18.6%	8.1%	100.0%
	% within WhenRetire	24.6%	21.1%	10.0%	7.6%	7.1%	2.0%	8.5%
	% of Total	1.5%	2.7%	1.0%	1.1%	1.6%	.7%	8.5%
GS-15	Count	1	1	1	0	1	0	4
	% within GSLevel	25.0%	25.0%	25.0%	.0%	25.0%	.0%	100.0%
	% within WhenRetire	1.6%	.8%	1.0%	.0%	.4%	.0%	.4%
	% of Total	.1%	.1%	.1%	.0%	.1%	.0%	.4%
Total	Count	61	128	100	144	224	358	1015
	% within GSLevel	6.0%	12.6%	9.9%	14.2%	22.1%	35.3%	100.0%
	% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	6.0%	12.6%	9.9%	14.2%	22.1%	35.3%	100.0%

Table 398. Cross tabulation of present location of the employee with projected date of retirement.

WhereWork * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
WhereWork	Refuge	Count	47	95	82	118	190	320	852
		% within WhereWork	5.5%	11.2%	9.6%	13.8%	22.3%	37.6%	100.0%
		% within WhenRetire	74.6%	72.5%	77.4%	77.6%	83.3%	87.0%	81.3%
		% of Total	4.5%	9.1%	7.8%	11.3%	18.1%	30.5%	81.3%
	Regional Office	Count	11	30	17	28	30	41	157
		% within WhereWork	7.0%	19.1%	10.8%	17.8%	19.1%	26.1%	100.0%
		% within WhenRetire	17.5%	22.9%	16.0%	18.4%	13.2%	11.1%	15.0%
		% of Total	1.0%	2.9%	1.6%	2.7%	2.9%	3.9%	15.0%
	Washington Office	Count	5	6	7	6	8	7	39
		% within WhereWork	12.8%	15.4%	17.9%	15.4%	20.5%	17.9%	100.0%
		% within WhenRetire	7.9%	4.6%	6.6%	3.9%	3.5%	1.9%	3.7%
		% of Total	.5%	.6%	.7%	.6%	.8%	.7%	3.7%
Total		Count	63	131	106	152	228	368	1048
		% within WhereWork	6.0%	12.5%	10.1%	14.5%	21.8%	35.1%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	6.0%	12.5%	10.1%	14.5%	21.8%	35.1%	100.0%

Table 399. Cross tabulation of gender with projected date of retirement.

Gender * WhenRetire Crosstabulation

| | | | WhenRetire | | | | | | Total |
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
Gender	Male	Count	49	88	63	90	146	217	653
		% within Gender	7.5%	13.5%	9.6%	13.8%	22.4%	33.2%	100.0%
		% within WhenRetire	76.6%	66.2%	58.9%	60.4%	64.9%	59.3%	62.5%
		% of Total	4.7%	8.4%	6.0%	8.6%	14.0%	20.8%	62.5%
	Female	Count	15	45	44	59	79	149	391
		% within Gender	3.8%	11.5%	11.3%	15.1%	20.2%	38.1%	100.0%
		% within WhenRetire	23.4%	33.8%	41.1%	39.6%	35.1%	40.7%	37.5%
		% of Total	1.4%	4.3%	4.2%	5.7%	7.6%	14.3%	37.5%
Total		Count	64	133	107	149	225	366	1044
		% within Gender	6.1%	12.7%	10.2%	14.3%	21.6%	35.1%	100.0%
		% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	6.1%	12.7%	10.2%	14.3%	21.6%	35.1%	100.0%

Table 400. Cross tabulation of region with projected date of retirement.

Region * WhenRetire Crosstabulation

			WhenRetire						Total
			2009-2011	2012-2014	2015-2017	2018-2020	2021-2025	2026+	
Region	Pacific (R1)	Count	4	11	9	14	17	40	95
		% within Region	4.2%	11.6%	9.5%	14.7%	17.9%	42.1%	100.0%
		% within WhenRetire	6.9%	8.8%	8.8%	9.7%	7.7%	11.0%	9.4%
		% of Total	.4%	1.1%	.9%	1.4%	1.7%	3.9%	9.4%
	Southwest (R2)	Count	8	12	13	14	33	43	123
		% within Region	6.5%	9.8%	10.6%	11.4%	26.8%	35.0%	100.0%
		% within WhenRetire	13.8%	9.6%	12.7%	9.7%	14.9%	11.9%	12.1%
		% of Total	.8%	1.2%	1.3%	1.4%	3.3%	4.2%	12.1%
	Midwest (R3)	Count	13	20	17	28	32	68	178
		% within Region	7.3%	11.2%	9.6%	15.7%	18.0%	38.2%	100.0%
		% within WhenRetire	22.4%	16.0%	16.7%	19.3%	14.5%	18.8%	17.6%
		% of Total	1.3%	2.0%	1.7%	2.8%	3.2%	6.7%	17.6%
	Southeast (R4)	Count	6	21	14	22	39	67	169
		% within Region	3.6%	12.4%	8.3%	13.0%	23.1%	39.6%	100.0%
		% within WhenRetire	10.3%	16.8%	13.7%	15.2%	17.6%	18.5%	16.7%
		% of Total	.6%	2.1%	1.4%	2.2%	3.8%	6.6%	16.7%
	Northeast (R5)	Count	14	17	13	16	26	44	130
		% within Region	10.8%	13.1%	10.0%	12.3%	20.0%	33.8%	100.0%
		% within WhenRetire	24.1%	13.6%	12.7%	11.0%	11.8%	12.2%	12.8%
		% of Total	1.4%	1.7%	1.3%	1.6%	2.6%	4.3%	12.8%
	Mountain-Prairie (R6)	Count	5	21	15	24	36	54	155
		% within Region	3.2%	13.5%	9.7%	15.5%	23.2%	34.8%	100.0%
		% within WhenRetire	8.6%	16.8%	14.7%	16.6%	16.3%	14.9%	15.3%
		% of Total	.5%	2.1%	1.5%	2.4%	3.6%	5.3%	15.3%

Alaska (R7)	Count	4	9	12	13	20	27	85
	% within Region	4.7%	10.6%	14.1%	15.3%	23.5%	31.8%	100.0%
	% within WhenRetire	6.9%	7.2%	11.8%	9.0%	9.0%	7.5%	8.4%
	% of Total	.4%	.9%	1.2%	1.3%	2.0%	2.7%	8.4%
Pacific Southwest (R8)	Count	4	14	9	14	18	19	78
	% within Region	5.1%	17.9%	11.5%	17.9%	23.1%	24.4%	100.0%
	% within WhenRetire	6.9%	11.2%	8.8%	9.7%	8.1%	5.2%	7.7%
	% of Total	.4%	1.4%	.9%	1.4%	1.8%	1.9%	7.7%
Total	Count	58	125	102	145	221	362	1013
	% within Region	5.7%	12.3%	10.1%	14.3%	21.8%	35.7%	100.0%
	% within WhenRetire	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	5.7%	12.3%	10.1%	14.3%	21.8%	35.7%	100.0%