

Table 281. Cross-tabulation of desire not to relocate because of concern for moving farther away from family with the incentive of the agency providing housing for the duration of the assignment.

NotRelFamily * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelFamily	Not at all Important	Count	42	35	44	121
		% within NotRelFamily	34.7%	28.9%	36.4%	100.0%
		% within ProvideHousing	14.9%	14.1%	18.9%	15.9%
		% of Total	5.5%	4.6%	5.8%	15.9%
2		Count	37	30	29	96
		% within NotRelFamily	38.5%	31.3%	30.2%	100.0%
		% within ProvideHousing	13.2%	12.0%	12.4%	12.6%
		% of Total	4.8%	3.9%	3.8%	12.6%
3		Count	62	48	43	153
		% within NotRelFamily	40.5%	31.4%	28.1%	100.0%
		% within ProvideHousing	22.1%	19.3%	18.5%	20.1%
		% of Total	8.1%	6.3%	5.6%	20.1%
4		Count	52	51	29	132
		% within NotRelFamily	39.4%	38.6%	22.0%	100.0%
		% within ProvideHousing	18.5%	20.5%	12.4%	17.3%
		% of Total	6.8%	6.7%	3.8%	17.3%
Very Important		Count	88	85	88	261
		% within NotRelFamily	33.7%	32.6%	33.7%	100.0%
		% within ProvideHousing	31.3%	34.1%	37.8%	34.2%
		% of Total	11.5%	11.1%	11.5%	34.2%
Total		Count	281	249	233	763
		% within NotRelFamily	36.8%	32.6%	30.5%	100.0%
		% within ProvideHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	36.8%	32.6%	30.5%	100.0%

Table 282. Cross-tabulation of desire not to relocate because of concern for moving farther away from family with the incentive of the agency providing a housing allowance.

NotRelFamily * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelFamily	Not at all Important	Count	68	35	19	122
		% within NotRelFamily	55.7%	28.7%	15.6%	100.0%
		% within ProvideAllowance	17.8%	12.9%	17.3%	16.0%
		% of Total	8.9%	4.6%	2.5%	16.0%
	2	Count	56	29	10	95
		% within NotRelFamily	58.9%	30.5%	10.5%	100.0%
		% within ProvideAllowance	14.6%	10.7%	9.1%	12.4%
		% of Total	7.3%	3.8%	1.3%	12.4%
	3	Count	85	57	12	154
		% within NotRelFamily	55.2%	37.0%	7.8%	100.0%
		% within ProvideAllowance	22.2%	21.0%	10.9%	20.2%
		% of Total	11.1%	7.5%	1.6%	20.2%
4	Count	64	51	17	132	
	% within NotRelFamily	48.5%	38.6%	12.9%	100.0%	
	% within ProvideAllowance	16.7%	18.8%	15.5%	17.3%	
	% of Total	8.4%	6.7%	2.2%	17.3%	
Very Important	Count	110	99	52	261	
	% within NotRelFamily	42.1%	37.9%	19.9%	100.0%	
	% within ProvideAllowance	28.7%	36.5%	47.3%	34.2%	
	% of Total	14.4%	13.0%	6.8%	34.2%	
Total	Count	383	271	110	764	
	% within NotRelFamily	50.1%	35.5%	14.4%	100.0%	
	% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%	
	% of Total	50.1%	35.5%	14.4%	100.0%	

Table 283. Cross-tabulation of desire not to relocate because of concern for moving farther away from family with the incentive of the agency providing a cash relocation incentive.

NotRelFamily * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelFamily	Not at all Important	Count	63	36	23	122
		% within NotRelFamily	51.6%	29.5%	18.9%	100.0%
		% within ProvideCash	16.5%	13.4%	19.5%	15.9%
		% of Total	8.2%	4.7%	3.0%	15.9%
	2	Count	50	34	12	96
		% within NotRelFamily	52.1%	35.4%	12.5%	100.0%
		% within ProvideCash	13.1%	12.7%	10.2%	12.5%
		% of Total	6.5%	4.4%	1.6%	12.5%
	3	Count	90	47	18	155
		% within NotRelFamily	58.1%	30.3%	11.6%	100.0%
		% within ProvideCash	23.6%	17.5%	15.3%	20.2%
		% of Total	11.7%	6.1%	2.3%	20.2%
4	Count	67	52	13	132	
	% within NotRelFamily	50.8%	39.4%	9.8%	100.0%	
	% within ProvideCash	17.6%	19.4%	11.0%	17.2%	
	% of Total	8.7%	6.8%	1.7%	17.2%	
Very Important	Count	111	99	52	262	
	% within NotRelFamily	42.4%	37.8%	19.8%	100.0%	
	% within ProvideCash	29.1%	36.9%	44.1%	34.2%	
	% of Total	14.5%	12.9%	6.8%	34.2%	
Total	Count	381	268	118	767	
	% within NotRelFamily	49.7%	34.9%	15.4%	100.0%	
	% within ProvideCash	100.0%	100.0%	100.0%	100.0%	
	% of Total	49.7%	34.9%	15.4%	100.0%	

Table 284. Cross-tabulation of desire not to relocate because of concern for moving farther away from family with the incentive of the agency providing assistance in locating housing.

NotRelFamily * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelFamily	Not at all Important	Count	41	42	38	121
		% within NotRelFamily	33.9%	34.7%	31.4%	100.0%
		% within LocateHousing	17.6%	13.5%	17.4%	15.9%
		% of Total	5.4%	5.5%	5.0%	15.9%
	2	Count	31	48	16	95
		% within NotRelFamily	32.6%	50.5%	16.8%	100.0%
		% within LocateHousing	13.3%	15.4%	7.3%	12.5%
		% of Total	4.1%	6.3%	2.1%	12.5%
	3	Count	59	56	39	154
		% within NotRelFamily	38.3%	36.4%	25.3%	100.0%
		% within LocateHousing	25.3%	18.0%	17.9%	20.2%
		% of Total	7.7%	7.3%	5.1%	20.2%
	4	Count	32	67	33	132
		% within NotRelFamily	24.2%	50.8%	25.0%	100.0%
		% within LocateHousing	13.7%	21.5%	15.1%	17.3%
		% of Total	4.2%	8.8%	4.3%	17.3%
Very Important	Count	70	98	92	260	
	% within NotRelFamily	26.9%	37.7%	35.4%	100.0%	
	% within LocateHousing	30.0%	31.5%	42.2%	34.1%	
	% of Total	9.2%	12.9%	12.1%	34.1%	
Total	Count	233	311	218	762	
	% within NotRelFamily	30.6%	40.8%	28.6%	100.0%	
	% within LocateHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	30.6%	40.8%	28.6%	100.0%	

Table 285. Cross-tabulation of desire not to relocate because of concern for moving farther away from family with the incentive of the agency providing assistance in finding a job for a significant other.

NotRelFamily * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelFamily	Not at all Important	Count	46	31	23	100
		% within NotRelFamily	46.0%	31.0%	23.0%	100.0%
		% within SpouseJob	15.2%	16.1%	14.1%	15.2%
		% of Total	7.0%	4.7%	3.5%	15.2%
2		Count	29	25	25	79
		% within NotRelFamily	36.7%	31.6%	31.6%	100.0%
		% within SpouseJob	9.6%	13.0%	15.3%	12.0%
		% of Total	4.4%	3.8%	3.8%	12.0%
3		Count	72	35	32	139
		% within NotRelFamily	51.8%	25.2%	23.0%	100.0%
		% within SpouseJob	23.8%	18.1%	19.6%	21.1%
		% of Total	10.9%	5.3%	4.9%	21.1%
4		Count	53	38	26	117
		% within NotRelFamily	45.3%	32.5%	22.2%	100.0%
		% within SpouseJob	17.5%	19.7%	16.0%	17.8%
		% of Total	8.1%	5.8%	4.0%	17.8%
Very Important		Count	102	64	57	223
		% within NotRelFamily	45.7%	28.7%	25.6%	100.0%
		% within SpouseJob	33.8%	33.2%	35.0%	33.9%
		% of Total	15.5%	9.7%	8.7%	33.9%
Total		Count	302	193	163	658
		% within NotRelFamily	45.9%	29.3%	24.8%	100.0%
		% within SpouseJob	100.0%	100.0%	100.0%	100.0%
		% of Total	45.9%	29.3%	24.8%	100.0%

Table 286. Cross-tabulation of desire not to relocate because of concern for moving farther away from family with the incentive of being able to take a two-week, back-to-the-field assignment each year.

NotRelFamily * TwoWeekField Crosstabulation

			TwoWeekField			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelFamily	Not at all Important	Count	29	36	52	117
		% within NotRelFamily	24.8%	30.8%	44.4%	100.0%
		% within TwoWeekField	15.5%	15.4%	16.3%	15.8%
		% of Total	3.9%	4.9%	7.0%	15.8%
	2	Count	21	32	43	96
		% within NotRelFamily	21.9%	33.3%	44.8%	100.0%
		% within TwoWeekField	11.2%	13.7%	13.5%	13.0%
		% of Total	2.8%	4.3%	5.8%	13.0%
	3	Count	43	48	60	151
		% within NotRelFamily	28.5%	31.8%	39.7%	100.0%
		% within TwoWeekField	23.0%	20.5%	18.8%	20.4%
		% of Total	5.8%	6.5%	8.1%	20.4%
4	Count	28	50	47	125	
	% within NotRelFamily	22.4%	40.0%	37.6%	100.0%	
	% within TwoWeekField	15.0%	21.4%	14.7%	16.9%	
	% of Total	3.8%	6.8%	6.4%	16.9%	
Very Important	Count	66	68	117	251	
	% within NotRelFamily	26.3%	27.1%	46.6%	100.0%	
	% within TwoWeekField	35.3%	29.1%	36.7%	33.9%	
	% of Total	8.9%	9.2%	15.8%	33.9%	
Total	Count	187	234	319	740	
	% within NotRelFamily	25.3%	31.6%	43.1%	100.0%	
	% within TwoWeekField	100.0%	100.0%	100.0%	100.0%	
	% of Total	25.3%	31.6%	43.1%	100.0%	

Table 287. Cross-tabulation of desire not to relocate because of concern for moving farther away from family with the incentive of being able to return to the region.

NotRelFamily * ReturntoRegion Crosstabulation

			ReturntoRegion			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelFamily	Not at all Important	Count	49	29	43	121
		% within NotRelFamily	40.5%	24.0%	35.5%	100.0%
		% within ReturntoRegion	16.3%	11.3%	21.5%	16.0%
		% of Total	6.5%	3.8%	5.7%	16.0%
	2	Count	34	33	28	95
		% within NotRelFamily	35.8%	34.7%	29.5%	100.0%
		% within ReturntoRegion	11.3%	12.9%	14.0%	12.6%
		% of Total	4.5%	4.4%	3.7%	12.6%
	3	Count	51	65	38	154
		% within NotRelFamily	33.1%	42.2%	24.7%	100.0%
		% within ReturntoRegion	17.0%	25.4%	19.0%	20.4%
		% of Total	6.7%	8.6%	5.0%	20.4%
	4	Count	58	46	25	129
		% within NotRelFamily	45.0%	35.7%	19.4%	100.0%
		% within ReturntoRegion	19.3%	18.0%	12.5%	17.1%
		% of Total	7.7%	6.1%	3.3%	17.1%
Very Important	Count	108	83	66	257	
	% within NotRelFamily	42.0%	32.3%	25.7%	100.0%	
	% within ReturntoRegion	36.0%	32.4%	33.0%	34.0%	
	% of Total	14.3%	11.0%	8.7%	34.0%	
Total	Count	300	256	200	756	
	% within NotRelFamily	39.7%	33.9%	26.5%	100.0%	
	% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%	
	% of Total	39.7%	33.9%	26.5%	100.0%	

Table 288. Cross-tabulation of desire not to relocate because of concern for disruption of a significant other's career with the incentive of the agency providing housing for the duration of the assignment.

NotRelSpouse * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSpouse	Not at all Important	Count	41	26	31	98
		% within NotRelSpouse	41.8%	26.5%	31.6%	100.0%
		% within ProvideHousing	18.1%	11.7%	15.2%	15.0%
		% of Total	6.3%	4.0%	4.7%	15.0%
2		Count	17	24	21	62
		% within NotRelSpouse	27.4%	38.7%	33.9%	100.0%
		% within ProvideHousing	7.5%	10.8%	10.3%	9.5%
		% of Total	2.6%	3.7%	3.2%	9.5%
3		Count	45	44	33	122
		% within NotRelSpouse	36.9%	36.1%	27.0%	100.0%
		% within ProvideHousing	19.8%	19.7%	16.2%	18.7%
		% of Total	6.9%	6.7%	5.0%	18.7%
4		Count	31	34	29	94
		% within NotRelSpouse	33.0%	36.2%	30.9%	100.0%
		% within ProvideHousing	13.7%	15.2%	14.2%	14.4%
		% of Total	4.7%	5.2%	4.4%	14.4%
Very Important		Count	93	95	90	278
		% within NotRelSpouse	33.5%	34.2%	32.4%	100.0%
		% within ProvideHousing	41.0%	42.6%	44.1%	42.5%
		% of Total	14.2%	14.5%	13.8%	42.5%
Total		Count	227	223	204	654
		% within NotRelSpouse	34.7%	34.1%	31.2%	100.0%
		% within ProvideHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	34.7%	34.1%	31.2%	100.0%

Table 289. Cross-tabulation of desire not to relocate because of concern for disruption of a significant other's career with the incentive of the agency providing a housing allowance.

NotRelSpouse * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSpouse	Not at all Important	Count	54	29	16	99
		% within NotRelSpouse	54.5%	29.3%	16.2%	100.0%
		% within ProvideAllowance	16.8%	12.0%	17.2%	15.1%
		% of Total	8.2%	4.4%	2.4%	15.1%
2		Count	32	27	3	62
		% within NotRelSpouse	51.6%	43.5%	4.8%	100.0%
		% within ProvideAllowance	9.9%	11.2%	3.2%	9.5%
		% of Total	4.9%	4.1%	.5%	9.5%
3		Count	61	48	15	124
		% within NotRelSpouse	49.2%	38.7%	12.1%	100.0%
		% within ProvideAllowance	18.9%	19.9%	16.1%	18.9%
		% of Total	9.3%	7.3%	2.3%	18.9%
4		Count	44	42	7	93
		% within NotRelSpouse	47.3%	45.2%	7.5%	100.0%
		% within ProvideAllowance	13.7%	17.4%	7.5%	14.2%
		% of Total	6.7%	6.4%	1.1%	14.2%
Very Important		Count	131	95	52	278
		% within NotRelSpouse	47.1%	34.2%	18.7%	100.0%
		% within ProvideAllowance	40.7%	39.4%	55.9%	42.4%
		% of Total	20.0%	14.5%	7.9%	42.4%
Total		Count	322	241	93	656
		% within NotRelSpouse	49.1%	36.7%	14.2%	100.0%
		% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%
		% of Total	49.1%	36.7%	14.2%	100.0%

Table 290. Cross-tabulation of desire not to relocate because of concern for disruption of a significant other's career with the incentive of the agency providing a cash relocation incentive.

NotRelSpouse * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSpouse	Not at all Important	Count	52	26	21	99
		% within NotRelSpouse	52.5%	26.3%	21.2%	100.0%
		% within ProvideCash	16.5%	10.8%	20.4%	15.0%
		% of Total	7.9%	3.9%	3.2%	15.0%
	2	Count	33	24	5	62
		% within NotRelSpouse	53.2%	38.7%	8.1%	100.0%
		% within ProvideCash	10.5%	10.0%	4.9%	9.4%
		% of Total	5.0%	3.6%	.8%	9.4%
	3	Count	65	43	16	124
		% within NotRelSpouse	52.4%	34.7%	12.9%	100.0%
		% within ProvideCash	20.6%	17.8%	15.5%	18.8%
		% of Total	9.9%	6.5%	2.4%	18.8%
4	Count	42	43	9	94	
	% within NotRelSpouse	44.7%	45.7%	9.6%	100.0%	
	% within ProvideCash	13.3%	17.8%	8.7%	14.3%	
	% of Total	6.4%	6.5%	1.4%	14.3%	
Very Important	Count	123	105	52	280	
	% within NotRelSpouse	43.9%	37.5%	18.6%	100.0%	
	% within ProvideCash	39.0%	43.6%	50.5%	42.5%	
	% of Total	18.7%	15.9%	7.9%	42.5%	
Total	Count	315	241	103	659	
	% within NotRelSpouse	47.8%	36.6%	15.6%	100.0%	
	% within ProvideCash	100.0%	100.0%	100.0%	100.0%	
	% of Total	47.8%	36.6%	15.6%	100.0%	

Table 291. Cross-tabulation of desire not to relocate because of concern for disruption of a significant other's career with the incentive of the agency providing assistance in locating housing.

NotRelSpouse * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSpouse	Not at all Important	Count	38	30	30	98
		% within NotRelSpouse	38.8%	30.6%	30.6%	100.0%
		% within LocateHousing	18.8%	11.2%	15.9%	14.9%
		% of Total	5.8%	4.6%	4.6%	14.9%
	2	Count	19	28	14	61
		% within NotRelSpouse	31.1%	45.9%	23.0%	100.0%
		% within LocateHousing	9.4%	10.5%	7.4%	9.3%
		% of Total	2.9%	4.3%	2.1%	9.3%
	3	Count	36	56	32	124
		% within NotRelSpouse	29.0%	45.2%	25.8%	100.0%
		% within LocateHousing	17.8%	21.0%	16.9%	18.8%
		% of Total	5.5%	8.5%	4.9%	18.8%
4	Count	25	48	20	93	
	% within NotRelSpouse	26.9%	51.6%	21.5%	100.0%	
	% within LocateHousing	12.4%	18.0%	10.6%	14.1%	
	% of Total	3.8%	7.3%	3.0%	14.1%	
Very Important	Count	84	105	93	282	
	% within NotRelSpouse	29.8%	37.2%	33.0%	100.0%	
	% within LocateHousing	41.6%	39.3%	49.2%	42.9%	
	% of Total	12.8%	16.0%	14.1%	42.9%	
Total	Count	202	267	189	658	
	% within NotRelSpouse	30.7%	40.6%	28.7%	100.0%	
	% within LocateHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	30.7%	40.6%	28.7%	100.0%	

Table 292. Cross-tabulation of desire not to relocate because of concern for disruption of a significant other's career with the incentive of the agency providing assistance in finding a job for a significant other.

NotRelSpouse * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSpouse	Not at all Important	Count	17	20	48	85
		% within NotRelSpouse	20.0%	23.5%	56.5%	100.0%
		% within SpouseJob	5.8%	10.4%	30.6%	13.2%
		% of Total	2.6%	3.1%	7.5%	13.2%
2		Count	15	19	27	61
		% within NotRelSpouse	24.6%	31.1%	44.3%	100.0%
		% within SpouseJob	5.1%	9.9%	17.2%	9.5%
		% of Total	2.3%	3.0%	4.2%	9.5%
3		Count	44	45	33	122
		% within NotRelSpouse	36.1%	36.9%	27.0%	100.0%
		% within SpouseJob	15.0%	23.4%	21.0%	19.0%
		% of Total	6.9%	7.0%	5.1%	19.0%
		Count	41	39	15	95
		% within NotRelSpouse	43.2%	41.1%	15.8%	100.0%
		% within SpouseJob	14.0%	20.3%	9.6%	14.8%
		% of Total	6.4%	6.1%	2.3%	14.8%
Very Important		Count	176	69	34	279
		% within NotRelSpouse	63.1%	24.7%	12.2%	100.0%
		% within SpouseJob	60.1%	35.9%	21.7%	43.5%
		% of Total	27.4%	10.7%	5.3%	43.5%
Total		Count	293	192	157	642
		% within NotRelSpouse	45.6%	29.9%	24.5%	100.0%
		% within SpouseJob	100.0%	100.0%	100.0%	100.0%
		% of Total	45.6%	29.9%	24.5%	100.0%

Table 293. Cross-tabulation of desire not to relocate because of concern for disruption of a significant other's career with the incentive of being able to take a two-week, back-to-the-field assignment each year.

NotRelSpouse * TwoWeekField Crosstabulation

			TwoWeekField			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSpouse	Not at all Important	Count	23	31	42	96
		% within NotRelSpouse	24.0%	32.3%	43.8%	100.0%
		% within TwoWeekField	14.2%	14.5%	15.5%	14.8%
		% of Total	3.6%	4.8%	6.5%	14.8%
2		Count	13	25	23	61
		% within NotRelSpouse	21.3%	41.0%	37.7%	100.0%
		% within TwoWeekField	8.0%	11.7%	8.5%	9.4%
		% of Total	2.0%	3.9%	3.6%	9.4%
3		Count	36	34	52	122
		% within NotRelSpouse	29.5%	27.9%	42.6%	100.0%
		% within TwoWeekField	22.2%	15.9%	19.2%	18.9%
		% of Total	5.6%	5.3%	8.0%	18.9%
4		Count	20	33	40	93
		% within NotRelSpouse	21.5%	35.5%	43.0%	100.0%
		% within TwoWeekField	12.3%	15.4%	14.8%	14.4%
		% of Total	3.1%	5.1%	6.2%	14.4%
Very Important		Count	70	91	114	275
		% within NotRelSpouse	25.5%	33.1%	41.5%	100.0%
		% within TwoWeekField	43.2%	42.5%	42.1%	42.5%
		% of Total	10.8%	14.1%	17.6%	42.5%
Total		Count	162	214	271	647
		% within NotRelSpouse	25.0%	33.1%	41.9%	100.0%
		% within TwoWeekField	100.0%	100.0%	100.0%	100.0%
		% of Total	25.0%	33.1%	41.9%	100.0%

Table 294. Cross-tabulation of desire not to relocate because of concern for disruption of a significant other's career with the incentive of being able to return to the region.

NotRelSpouse * ReturntoRegion Crosstabulation

			ReturntoRegion			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSpouse	Not at all Important	Count	40	28	29	97
		% within NotRelSpouse	41.2%	28.9%	29.9%	100.0%
		% within ReturntoRegion	15.9%	12.6%	16.8%	15.0%
		% of Total	6.2%	4.3%	4.5%	15.0%
2		Count	19	26	16	61
		% within NotRelSpouse	31.1%	42.6%	26.2%	100.0%
		% within ReturntoRegion	7.6%	11.7%	9.2%	9.4%
		% of Total	2.9%	4.0%	2.5%	9.4%
3		Count	43	40	38	121
		% within NotRelSpouse	35.5%	33.1%	31.4%	100.0%
		% within ReturntoRegion	17.1%	17.9%	22.0%	18.7%
		% of Total	6.6%	6.2%	5.9%	18.7%
4		Count	32	42	19	93
		% within NotRelSpouse	34.4%	45.2%	20.4%	100.0%
		% within ReturntoRegion	12.7%	18.8%	11.0%	14.4%
		% of Total	4.9%	6.5%	2.9%	14.4%
Very Important		Count	117	87	71	275
		% within NotRelSpouse	42.5%	31.6%	25.8%	100.0%
		% within ReturntoRegion	46.6%	39.0%	41.0%	42.5%
		% of Total	18.1%	13.4%	11.0%	42.5%
Total		Count	251	223	173	647
		% within NotRelSpouse	38.8%	34.5%	26.7%	100.0%
		% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%
		% of Total	38.8%	34.5%	26.7%	100.0%

Table 295. Cross-tabulation of desire not to relocate because of concern for disruption of kids' school/social lives with the incentive of the agency providing housing for the duration of the assignment.

NotRelKids * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelKids	Not at all Important	Count	41	33	39	113
		% within NotRelKids	36.3%	29.2%	34.5%	100.0%
		% within ProvideHousing	24.3%	19.0%	24.4%	22.5%
		% of Total	8.2%	6.6%	7.8%	22.5%
2		Count	12	13	9	34
		% within NotRelKids	35.3%	38.2%	26.5%	100.0%
		% within ProvideHousing	7.1%	7.5%	5.6%	6.8%
		% of Total	2.4%	2.6%	1.8%	6.8%
3		Count	25	32	15	72
		% within NotRelKids	34.7%	44.4%	20.8%	100.0%
		% within ProvideHousing	14.8%	18.4%	9.4%	14.3%
		% of Total	5.0%	6.4%	3.0%	14.3%
4		Count	31	30	23	84
		% within NotRelKids	36.9%	35.7%	27.4%	100.0%
		% within ProvideHousing	18.3%	17.2%	14.4%	16.7%
		% of Total	6.2%	6.0%	4.6%	16.7%
Very Important		Count	60	66	74	200
		% within NotRelKids	30.0%	33.0%	37.0%	100.0%
		% within ProvideHousing	35.5%	37.9%	46.3%	39.8%
		% of Total	11.9%	13.1%	14.7%	39.8%
Total		Count	169	174	160	503
		% within NotRelKids	33.6%	34.6%	31.8%	100.0%
		% within ProvideHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	33.6%	34.6%	31.8%	100.0%

Table 296. Cross-tabulation of desire not to relocate because of concern for disruption of kids' school/social lives with the incentive of the agency providing a housing allowance

NotRelKids * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelKids	Not at all Important	Count	54	36	24	114
		% within NotRelKids	47.4%	31.6%	21.1%	100.0%
		% within ProvideAllowance	22.2%	20.2%	29.3%	22.7%
		% of Total	10.7%	7.2%	4.8%	22.7%
2		Count	18	14	2	34
		% within NotRelKids	52.9%	41.2%	5.9%	100.0%
		% within ProvideAllowance	7.4%	7.9%	2.4%	6.8%
		% of Total	3.6%	2.8%	.4%	6.8%
3		Count	39	23	9	71
		% within NotRelKids	54.9%	32.4%	12.7%	100.0%
		% within ProvideAllowance	16.0%	12.9%	11.0%	14.1%
		% of Total	7.8%	4.6%	1.8%	14.1%
4		Count	45	33	5	83
		% within NotRelKids	54.2%	39.8%	6.0%	100.0%
		% within ProvideAllowance	18.5%	18.5%	6.1%	16.5%
		% of Total	8.9%	6.6%	1.0%	16.5%
Very Important		Count	87	72	42	201
		% within NotRelKids	43.3%	35.8%	20.9%	100.0%
		% within ProvideAllowance	35.8%	40.4%	51.2%	40.0%
		% of Total	17.3%	14.3%	8.3%	40.0%
Total		Count	243	178	82	503
		% within NotRelKids	48.3%	35.4%	16.3%	100.0%
		% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%
		% of Total	48.3%	35.4%	16.3%	100.0%

Table 297. Cross-tabulation of desire not to relocate because of concern for disruption of kids' school/social lives with the incentive of the agency providing a cash relocation incentive

NotRelKids * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelKids	Not at all Important	Count	51	36	27	114
		% within NotRelKids	44.7%	31.6%	23.7%	100.0%
		% within ProvideCash	21.2%	19.9%	32.9%	22.6%
		% of Total	10.1%	7.1%	5.4%	22.6%
	2	Count	20	9	5	34
		% within NotRelKids	58.8%	26.5%	14.7%	100.0%
		% within ProvideCash	8.3%	5.0%	6.1%	6.7%
		% of Total	4.0%	1.8%	1.0%	6.7%
	3	Count	33	30	8	71
		% within NotRelKids	46.5%	42.3%	11.3%	100.0%
		% within ProvideCash	13.7%	16.6%	9.8%	14.1%
		% of Total	6.5%	6.0%	1.6%	14.1%
4	Count	48	29	6	83	
	% within NotRelKids	57.8%	34.9%	7.2%	100.0%	
	% within ProvideCash	19.9%	16.0%	7.3%	16.5%	
	% of Total	9.5%	5.8%	1.2%	16.5%	
Very Important	Count	89	77	36	202	
	% within NotRelKids	44.1%	38.1%	17.8%	100.0%	
	% within ProvideCash	36.9%	42.5%	43.9%	40.1%	
	% of Total	17.7%	15.3%	7.1%	40.1%	
Total	Count	241	181	82	504	
	% within NotRelKids	47.8%	35.9%	16.3%	100.0%	
	% within ProvideCash	100.0%	100.0%	100.0%	100.0%	
	% of Total	47.8%	35.9%	16.3%	100.0%	

Table 298. Cross-tabulation of desire not to relocate because of concern for disruption of kids' school/social lives with the incentive of the agency providing assistance in locating housing

NotRelKids * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelKids	Not at all Important	Count	31	45	37	113
		% within NotRelKids	27.4%	39.8%	32.7%	100.0%
		% within LocateHousing	20.1%	22.4%	25.0%	22.5%
		% of Total	6.2%	8.9%	7.4%	22.5%
	2	Count	12	14	8	34
		% within NotRelKids	35.3%	41.2%	23.5%	100.0%
		% within LocateHousing	7.8%	7.0%	5.4%	6.8%
		% of Total	2.4%	2.8%	1.6%	6.8%
	3	Count	22	32	17	71
		% within NotRelKids	31.0%	45.1%	23.9%	100.0%
		% within LocateHousing	14.3%	15.9%	11.5%	14.1%
		% of Total	4.4%	6.4%	3.4%	14.1%
4	Count	30	34	18	82	
	% within NotRelKids	36.6%	41.5%	22.0%	100.0%	
	% within LocateHousing	19.5%	16.9%	12.2%	16.3%	
	% of Total	6.0%	6.8%	3.6%	16.3%	
Very Important	Count	59	76	68	203	
	% within NotRelKids	29.1%	37.4%	33.5%	100.0%	
	% within LocateHousing	38.3%	37.8%	45.9%	40.4%	
	% of Total	11.7%	15.1%	13.5%	40.4%	
Total	Count	154	201	148	503	
	% within NotRelKids	30.6%	40.0%	29.4%	100.0%	
	% within LocateHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	30.6%	40.0%	29.4%	100.0%	

Table 299. Cross-tabulation of desire not to relocate because of concern for disruption of kids' school/social lives with the incentive of the agency providing assistance in finding a job for a significant other.

NotRelKids * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelKids	Not at all Important	Count	27	32	42	101
		% within NotRelKids	26.7%	31.7%	41.6%	100.0%
		% within SpouseJob	13.6%	21.9%	31.3%	21.1%
		% of Total	5.6%	6.7%	8.8%	21.1%
	2	Count	14	8	13	35
		% within NotRelKids	40.0%	22.9%	37.1%	100.0%
		% within SpouseJob	7.1%	5.5%	9.7%	7.3%
		% of Total	2.9%	1.7%	2.7%	7.3%
	3	Count	26	25	20	71
		% within NotRelKids	36.6%	35.2%	28.2%	100.0%
		% within SpouseJob	13.1%	17.1%	14.9%	14.9%
		% of Total	5.4%	5.2%	4.2%	14.9%
4	Count	43	20	15	78	
	% within NotRelKids	55.1%	25.6%	19.2%	100.0%	
	% within SpouseJob	21.7%	13.7%	11.2%	16.3%	
	% of Total	9.0%	4.2%	3.1%	16.3%	
Very Important	Count	88	61	44	193	
	% within NotRelKids	45.6%	31.6%	22.8%	100.0%	
	% within SpouseJob	44.4%	41.8%	32.8%	40.4%	
	% of Total	18.4%	12.8%	9.2%	40.4%	
Total	Count	198	146	134	478	
	% within NotRelKids	41.4%	30.5%	28.0%	100.0%	
	% within SpouseJob	100.0%	100.0%	100.0%	100.0%	
	% of Total	41.4%	30.5%	28.0%	100.0%	

Table 300. Cross-tabulation of desire not to relocate because of concern for disruption of kids' school/social lives with the incentive of being able to take a two-week, back-to-the-field assignment each year.

NotRelKids * TwoWeekField Crosstabulation

			TwoWeekField			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelKids	Not at all Important	Count	20	37	54	111
		% within NotRelKids	18.0%	33.3%	48.6%	100.0%
		% within TwoWeekField	16.5%	23.3%	25.2%	22.5%
		% of Total	4.0%	7.5%	10.9%	22.5%
2		Count	9	12	11	32
		% within NotRelKids	28.1%	37.5%	34.4%	100.0%
		% within TwoWeekField	7.4%	7.5%	5.1%	6.5%
		% of Total	1.8%	2.4%	2.2%	6.5%
3		Count	19	25	27	71
		% within NotRelKids	26.8%	35.2%	38.0%	100.0%
		% within TwoWeekField	15.7%	15.7%	12.6%	14.4%
		% of Total	3.8%	5.1%	5.5%	14.4%
4		Count	22	24	36	82
		% within NotRelKids	26.8%	29.3%	43.9%	100.0%
		% within TwoWeekField	18.2%	15.1%	16.8%	16.6%
		% of Total	4.5%	4.9%	7.3%	16.6%
Very Important		Count	51	61	86	198
		% within NotRelKids	25.8%	30.8%	43.4%	100.0%
		% within TwoWeekField	42.1%	38.4%	40.2%	40.1%
		% of Total	10.3%	12.3%	17.4%	40.1%
Total		Count	121	159	214	494
		% within NotRelKids	24.5%	32.2%	43.3%	100.0%
		% within TwoWeekField	100.0%	100.0%	100.0%	100.0%
		% of Total	24.5%	32.2%	43.3%	100.0%

Table 301. Cross-tabulation of desire not to relocate because of concern for disruption of kids' school/social lives with the incentive of being able to return to the region

NotRelKids * ReturntoRegion Crosstabulation

			ReturntoRegion			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelKids	Not at all Important	Count	34	38	40	112
		% within NotRelKids	30.4%	33.9%	35.7%	100.0%
		% within ReturntoRegion	19.0%	21.7%	28.4%	22.6%
		% of Total	6.9%	7.7%	8.1%	22.6%
2		Count	14	11	9	34
		% within NotRelKids	41.2%	32.4%	26.5%	100.0%
		% within ReturntoRegion	7.8%	6.3%	6.4%	6.9%
		% of Total	2.8%	2.2%	1.8%	6.9%
3		Count	21	27	18	66
		% within NotRelKids	31.8%	40.9%	27.3%	100.0%
		% within ReturntoRegion	11.7%	15.4%	12.8%	13.3%
		% of Total	4.2%	5.5%	3.6%	13.3%
4		Count	34	31	18	83
		% within NotRelKids	41.0%	37.3%	21.7%	100.0%
		% within ReturntoRegion	19.0%	17.7%	12.8%	16.8%
		% of Total	6.9%	6.3%	3.6%	16.8%
Very Important		Count	76	68	56	200
		% within NotRelKids	38.0%	34.0%	28.0%	100.0%
		% within ReturntoRegion	42.5%	38.9%	39.7%	40.4%
		% of Total	15.4%	13.7%	11.3%	40.4%
Total		Count	179	175	141	495
		% within NotRelKids	36.2%	35.4%	28.5%	100.0%
		% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%
		% of Total	36.2%	35.4%	28.5%	100.0%

Table 302. Cross-tabulation of desire not to relocate because of concern for the quality of schools at the new location with the incentive of the agency providing housing for the duration of the assignment.

NotRelSchools * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSchools	Not at all Important	Count	47	41	40	128
		% within NotRelSchools	36.7%	32.0%	31.3%	100.0%
		% within ProvideHousing	27.3%	23.0%	25.5%	25.2%
		% of Total	9.3%	8.1%	7.9%	25.2%
2		Count	13	12	10	35
		% within NotRelSchools	37.1%	34.3%	28.6%	100.0%
		% within ProvideHousing	7.6%	6.7%	6.4%	6.9%
		% of Total	2.6%	2.4%	2.0%	6.9%
3		Count	22	28	21	71
		% within NotRelSchools	31.0%	39.4%	29.6%	100.0%
		% within ProvideHousing	12.8%	15.7%	13.4%	14.0%
		% of Total	4.3%	5.5%	4.1%	14.0%
4		Count	31	36	32	99
		% within NotRelSchools	31.3%	36.4%	32.3%	100.0%
		% within ProvideHousing	18.0%	20.2%	20.4%	19.5%
		% of Total	6.1%	7.1%	6.3%	19.5%
Very Important		Count	59	61	54	174
		% within NotRelSchools	33.9%	35.1%	31.0%	100.0%
		% within ProvideHousing	34.3%	34.3%	34.4%	34.3%
		% of Total	11.6%	12.0%	10.7%	34.3%
Total		Count	172	178	157	507
		% within NotRelSchools	33.9%	35.1%	31.0%	100.0%
		% within ProvideHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	33.9%	35.1%	31.0%	100.0%

Table 303. Cross-tabulation of desire not to relocate because of concern for the quality of schools at the new location with the incentive of the agency providing a housing allowance

NotRelSchools * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSchools	Not at all Important	Count	63	40	26	129
		% within NotRelSchools	48.8%	31.0%	20.2%	100.0%
		% within ProvideAllowance	25.4%	22.2%	32.1%	25.3%
		% of Total	12.4%	7.9%	5.1%	25.3%
	2	Count	19	15	1	35
		% within NotRelSchools	54.3%	42.9%	2.9%	100.0%
		% within ProvideAllowance	7.7%	8.3%	1.2%	6.9%
		% of Total	3.7%	2.9%	.2%	6.9%
	3	Count	26	27	17	70
		% within NotRelSchools	37.1%	38.6%	24.3%	100.0%
		% within ProvideAllowance	10.5%	15.0%	21.0%	13.8%
		% of Total	5.1%	5.3%	3.3%	13.8%
4	Count	42	45	11	98	
	% within NotRelSchools	42.9%	45.9%	11.2%	100.0%	
	% within ProvideAllowance	16.9%	25.0%	13.6%	19.3%	
	% of Total	8.3%	8.8%	2.2%	19.3%	
Very Important	Count	98	53	26	177	
	% within NotRelSchools	55.4%	29.9%	14.7%	100.0%	
	% within ProvideAllowance	39.5%	29.4%	32.1%	34.8%	
	% of Total	19.3%	10.4%	5.1%	34.8%	
Total	Count	248	180	81	509	
	% within NotRelSchools	48.7%	35.4%	15.9%	100.0%	
	% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%	
	% of Total	48.7%	35.4%	15.9%	100.0%	

Table 304. Cross-tabulation of desire not to relocate because of concern for the quality of schools at the new location with the incentive of the agency providing a cash relocation incentive

NotRelSchools * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSchools	Not at all Important	Count	61	39	29	129
		% within NotRelSchools	47.3%	30.2%	22.5%	100.0%
		% within ProvideCash	25.0%	21.2%	35.8%	25.3%
		% of Total	12.0%	7.7%	5.7%	25.3%
2		Count	16	14	5	35
		% within NotRelSchools	45.7%	40.0%	14.3%	100.0%
		% within ProvideCash	6.6%	7.6%	6.2%	6.9%
		% of Total	3.1%	2.8%	1.0%	6.9%
3		Count	25	28	17	70
		% within NotRelSchools	35.7%	40.0%	24.3%	100.0%
		% within ProvideCash	10.2%	15.2%	21.0%	13.8%
		% of Total	4.9%	5.5%	3.3%	13.8%
4		Count	41	47	10	98
		% within NotRelSchools	41.8%	48.0%	10.2%	100.0%
		% within ProvideCash	16.8%	25.5%	12.3%	19.3%
		% of Total	8.1%	9.2%	2.0%	19.3%
Very Important		Count	101	56	20	177
		% within NotRelSchools	57.1%	31.6%	11.3%	100.0%
		% within ProvideCash	41.4%	30.4%	24.7%	34.8%
		% of Total	19.8%	11.0%	3.9%	34.8%
Total		Count	244	184	81	509
		% within NotRelSchools	47.9%	36.1%	15.9%	100.0%
		% within ProvideCash	100.0%	100.0%	100.0%	100.0%
		% of Total	47.9%	36.1%	15.9%	100.0%

Table 305. Cross-tabulation of desire not to relocate because of concern for the quality of schools at the new location with the incentive of the agency providing assistance in locating housing

NotRelSchools * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSchools	Not at all Important	Count	35	52	41	128
		% within NotRelSchools	27.3%	40.6%	32.0%	100.0%
		% within LocateHousing	22.3%	25.2%	28.1%	25.1%
		% of Total	6.9%	10.2%	8.1%	25.1%
2		Count	9	17	9	35
		% within NotRelSchools	25.7%	48.6%	25.7%	100.0%
		% within LocateHousing	5.7%	8.3%	6.2%	6.9%
		% of Total	1.8%	3.3%	1.8%	6.9%
3		Count	14	28	28	70
		% within NotRelSchools	20.0%	40.0%	40.0%	100.0%
		% within LocateHousing	8.9%	13.6%	19.2%	13.8%
		% of Total	2.8%	5.5%	5.5%	13.8%
4		Count	28	43	26	97
		% within NotRelSchools	28.9%	44.3%	26.8%	100.0%
		% within LocateHousing	17.8%	20.9%	17.8%	19.1%
		% of Total	5.5%	8.4%	5.1%	19.1%
Very Important		Count	71	66	42	179
		% within NotRelSchools	39.7%	36.9%	23.5%	100.0%
		% within LocateHousing	45.2%	32.0%	28.8%	35.2%
		% of Total	13.9%	13.0%	8.3%	35.2%
Total		Count	157	206	146	509
		% within NotRelSchools	30.8%	40.5%	28.7%	100.0%
		% within LocateHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	30.8%	40.5%	28.7%	100.0%

Table 306. Cross-tabulation of desire not to relocate because of concern for the quality of schools at the new location with the incentive of the agency providing assistance in finding a job for a significant other.

NotRelSchools * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSchools	Not at all Important	Count	31	36	49	116
		% within NotRelSchools	26.7%	31.0%	42.2%	100.0%
		% within SpouseJob	15.5%	24.2%	37.1%	24.1%
		% of Total	6.4%	7.5%	10.2%	24.1%
2		Count	13	11	10	34
		% within NotRelSchools	38.2%	32.4%	29.4%	100.0%
		% within SpouseJob	6.5%	7.4%	7.6%	7.1%
		% of Total	2.7%	2.3%	2.1%	7.1%
3		Count	23	23	23	69
		% within NotRelSchools	33.3%	33.3%	33.3%	100.0%
		% within SpouseJob	11.5%	15.4%	17.4%	14.3%
		% of Total	4.8%	4.8%	4.8%	14.3%
		Count	40	31	22	93
		% within NotRelSchools	43.0%	33.3%	23.7%	100.0%
		% within SpouseJob	20.0%	20.8%	16.7%	19.3%
		% of Total	8.3%	6.4%	4.6%	19.3%
Very Important		Count	93	48	28	169
		% within NotRelSchools	55.0%	28.4%	16.6%	100.0%
		% within SpouseJob	46.5%	32.2%	21.2%	35.1%
		% of Total	19.3%	10.0%	5.8%	35.1%
Total		Count	200	149	132	481
		% within NotRelSchools	41.6%	31.0%	27.4%	100.0%
		% within SpouseJob	100.0%	100.0%	100.0%	100.0%
		% of Total	41.6%	31.0%	27.4%	100.0%

Table 307. Cross-tabulation of desire not to relocate because of concern for the quality of schools at the new location with the incentive of being able to take a two-week, back-to-the-field assignment each year.

NotRelSchools * TwoWeekField Crosstabulation

		TwoWeekField			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelSchools	Not at all Important	Count	20	45	59	124
		% within NotRelSchools	16.1%	36.3%	47.6%	100.0%
		% within TwoWeekField	16.3%	27.3%	27.8%	24.8%
		% of Total	4.0%	9.0%	11.8%	24.8%
2		Count	10	9	15	34
		% within NotRelSchools	29.4%	26.5%	44.1%	100.0%
		% within TwoWeekField	8.1%	5.5%	7.1%	6.8%
		% of Total	2.0%	1.8%	3.0%	6.8%
3		Count	15	21	34	70
		% within NotRelSchools	21.4%	30.0%	48.6%	100.0%
		% within TwoWeekField	12.2%	12.7%	16.0%	14.0%
		% of Total	3.0%	4.2%	6.8%	14.0%
4		Count	24	34	39	97
		% within NotRelSchools	24.7%	35.1%	40.2%	100.0%
		% within TwoWeekField	19.5%	20.6%	18.4%	19.4%
		% of Total	4.8%	6.8%	7.8%	19.4%
Very Important		Count	54	56	65	175
		% within NotRelSchools	30.9%	32.0%	37.1%	100.0%
		% within TwoWeekField	43.9%	33.9%	30.7%	35.0%
		% of Total	10.8%	11.2%	13.0%	35.0%
Total		Count	123	165	212	500
		% within NotRelSchools	24.6%	33.0%	42.4%	100.0%
		% within TwoWeekField	100.0%	100.0%	100.0%	100.0%
		% of Total	24.6%	33.0%	42.4%	100.0%

Table 308. Cross-tabulation of desire not to relocate because of concern for the quality of schools at the new location with the incentive of being able to return to the region.

NotRelSchools * ReturntoRegion Crosstabulation

			ReturntoRegion			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelSchools	Not at all Important	Count	43	40	44	127
		% within NotRelSchools	33.9%	31.5%	34.6%	100.0%
		% within ReturntoRegion	23.4%	22.6%	31.4%	25.3%
		% of Total	8.6%	8.0%	8.8%	25.3%
	2	Count	16	10	7	33
		% within NotRelSchools	48.5%	30.3%	21.2%	100.0%
		% within ReturntoRegion	8.7%	5.6%	5.0%	6.6%
		% of Total	3.2%	2.0%	1.4%	6.6%
	3	Count	19	31	19	69
		% within NotRelSchools	27.5%	44.9%	27.5%	100.0%
		% within ReturntoRegion	10.3%	17.5%	13.6%	13.8%
		% of Total	3.8%	6.2%	3.8%	13.8%
	4	Count	40	34	23	97
% within NotRelSchools		41.2%	35.1%	23.7%	100.0%	
% within ReturntoRegion		21.7%	19.2%	16.4%	19.4%	
% of Total		8.0%	6.8%	4.6%	19.4%	
Very Important	Count	66	62	47	175	
	% within NotRelSchools	37.7%	35.4%	26.9%	100.0%	
	% within ReturntoRegion	35.9%	35.0%	33.6%	34.9%	
	% of Total	13.2%	12.4%	9.4%	34.9%	
Total	Count	184	177	140	501	
	% within NotRelSchools	36.7%	35.3%	27.9%	100.0%	
	% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%	
	% of Total	36.7%	35.3%	27.9%	100.0%	

Table 309. Cross-tabulation of desire not to relocate because of concern for the lack of amenities at the new location with the incentive of the agency providing housing for the duration of the assignment.

NotRelAmenities * ProvideHousing Crosstabulation

		ProvideHousing			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelAmenities	Not at all Important	Count	51	49	62	162
		% within NotRelAmenities	31.5%	30.2%	38.3%	100.0%
		% within ProvideHousing	18.4%	19.6%	27.7%	21.6%
		% of Total	6.8%	6.5%	8.3%	21.6%
2		Count	53	47	40	140
		% within NotRelAmenities	37.9%	33.6%	28.6%	100.0%
		% within ProvideHousing	19.1%	18.8%	17.9%	18.6%
		% of Total	7.1%	6.3%	5.3%	18.6%
3		Count	75	76	58	209
		% within NotRelAmenities	35.9%	36.4%	27.8%	100.0%
		% within ProvideHousing	27.1%	30.4%	25.9%	27.8%
		% of Total	10.0%	10.1%	7.7%	27.8%
4		Count	50	46	37	133
		% within NotRelAmenities	37.6%	34.6%	27.8%	100.0%
		% within ProvideHousing	18.1%	18.4%	16.5%	17.7%
		% of Total	6.7%	6.1%	4.9%	17.7%
Very Important		Count	48	32	27	107
		% within NotRelAmenities	44.9%	29.9%	25.2%	100.0%
		% within ProvideHousing	17.3%	12.8%	12.1%	14.2%
		% of Total	6.4%	4.3%	3.6%	14.2%
Total		Count	277	250	224	751
		% within NotRelAmenities	36.9%	33.3%	29.8%	100.0%
		% within ProvideHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	36.9%	33.3%	29.8%	100.0%

Table 310. Cross-tabulation of desire not to relocate because of concern for the lack of amenities at the new location with the incentive of the agency providing a housing allowance

NotRelAmenities * ProvideAllowance Crosstabulation

		ProvideAllowance			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelAmenities	Not at all Important	Count	71	53	38	162
		% within NotRelAmenities	43.8%	32.7%	23.5%	100.0%
		% within ProvideAllowance	18.5%	20.3%	35.5%	21.5%
		% of Total	9.4%	7.0%	5.1%	21.5%
	2	Count	73	51	16	140
		% within NotRelAmenities	52.1%	36.4%	11.4%	100.0%
		% within ProvideAllowance	19.0%	19.5%	15.0%	18.6%
		% of Total	9.7%	6.8%	2.1%	18.6%
	3	Count	101	78	29	208
		% within NotRelAmenities	48.6%	37.5%	13.9%	100.0%
		% within ProvideAllowance	26.3%	29.9%	27.1%	27.7%
		% of Total	13.4%	10.4%	3.9%	27.7%
4	Count	69	49	14	132	
	% within NotRelAmenities	52.3%	37.1%	10.6%	100.0%	
	% within ProvideAllowance	18.0%	18.8%	13.1%	17.6%	
	% of Total	9.2%	6.5%	1.9%	17.6%	
	Very Important	Count	70	30	10	110
		% within NotRelAmenities	63.6%	27.3%	9.1%	100.0%
		% within ProvideAllowance	18.2%	11.5%	9.3%	14.6%
		% of Total	9.3%	4.0%	1.3%	14.6%
Total	Count	384	261	107	752	
	% within NotRelAmenities	51.1%	34.7%	14.2%	100.0%	
	% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%	
	% of Total	51.1%	34.7%	14.2%	100.0%	

Table 311. Cross-tabulation of desire not to relocate because of concern for the lack of amenities at the new location with the incentive of the agency providing a cash relocation incentive

NotRelAmenities * ProvideCash Crosstabulation

		ProvideCash			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelAmenities	Not at all Important	Count	73	41	48	162
		% within NotRelAmenities	45.1%	25.3%	29.6%	100.0%
		% within ProvideCash	19.5%	15.5%	42.1%	21.5%
		% of Total	9.7%	5.4%	6.4%	21.5%
2		Count	66	54	20	140
		% within NotRelAmenities	47.1%	38.6%	14.3%	100.0%
		% within ProvideCash	17.6%	20.4%	17.5%	18.6%
		% of Total	8.8%	7.2%	2.7%	18.6%
3		Count	95	85	28	208
		% within NotRelAmenities	45.7%	40.9%	13.5%	100.0%
		% within ProvideCash	25.3%	32.1%	24.6%	27.6%
		% of Total	12.6%	11.3%	3.7%	27.6%
4		Count	73	47	13	133
		% within NotRelAmenities	54.9%	35.3%	9.8%	100.0%
		% within ProvideCash	19.5%	17.7%	11.4%	17.6%
		% of Total	9.7%	6.2%	1.7%	17.6%
Very Important		Count	68	38	5	111
		% within NotRelAmenities	61.3%	34.2%	4.5%	100.0%
		% within ProvideCash	18.1%	14.3%	4.4%	14.7%
		% of Total	9.0%	5.0%	.7%	14.7%
Total		Count	375	265	114	754
		% within NotRelAmenities	49.7%	35.1%	15.1%	100.0%
		% within ProvideCash	100.0%	100.0%	100.0%	100.0%
		% of Total	49.7%	35.1%	15.1%	100.0%

Table 312. Cross-tabulation of desire not to relocate because of concern for the lack of amenities at the new location with the incentive of the agency providing assistance in locating housing

NotRelAmenities * LocateHousing Crosstabulation

		LocateHousing			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelAmenities	Not at all Important	Count	42	54	66	162
		% within NotRelAmenities	25.9%	33.3%	40.7%	100.0%
		% within LocateHousing	18.0%	17.6%	31.0%	21.5%
		% of Total	5.6%	7.2%	8.8%	21.5%
2		Count	36	65	37	138
		% within NotRelAmenities	26.1%	47.1%	26.8%	100.0%
		% within LocateHousing	15.5%	21.2%	17.4%	18.3%
		% of Total	4.8%	8.6%	4.9%	18.3%
3		Count	55	97	57	209
		% within NotRelAmenities	26.3%	46.4%	27.3%	100.0%
		% within LocateHousing	23.6%	31.6%	26.8%	27.8%
		% of Total	7.3%	12.9%	7.6%	27.8%
4		Count	49	51	33	133
		% within NotRelAmenities	36.8%	38.3%	24.8%	100.0%
		% within LocateHousing	21.0%	16.6%	15.5%	17.7%
		% of Total	6.5%	6.8%	4.4%	17.7%
Very Important		Count	51	40	20	111
		% within NotRelAmenities	45.9%	36.0%	18.0%	100.0%
		% within LocateHousing	21.9%	13.0%	9.4%	14.7%
		% of Total	6.8%	5.3%	2.7%	14.7%
Total		Count	233	307	213	753
		% within NotRelAmenities	30.9%	40.8%	28.3%	100.0%
		% within LocateHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	30.9%	40.8%	28.3%	100.0%

Table 313. Cross-tabulation of desire not to relocate because of concern for the lack of amenities at the new location with the incentive of the agency providing assistance in finding a job for a significant other.

NotRelAmenities * SpouseJob Crosstabulation

		SpouseJob			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelAmenities	Not at all Important	Count	54	33	50	137
		% within NotRelAmenities	39.4%	24.1%	36.5%	100.0%
		% within SpouseJob	18.2%	17.0%	30.3%	20.9%
		% of Total	8.2%	5.0%	7.6%	20.9%
2		Count	56	34	31	121
		% within NotRelAmenities	46.3%	28.1%	25.6%	100.0%
		% within SpouseJob	18.9%	17.5%	18.8%	18.4%
		% of Total	8.5%	5.2%	4.7%	18.4%
3		Count	68	68	46	182
		% within NotRelAmenities	37.4%	37.4%	25.3%	100.0%
		% within SpouseJob	22.9%	35.1%	27.9%	27.7%
		% of Total	10.4%	10.4%	7.0%	27.7%
4		Count	54	37	27	118
		% within NotRelAmenities	45.8%	31.4%	22.9%	100.0%
		% within SpouseJob	18.2%	19.1%	16.4%	18.0%
		% of Total	8.2%	5.6%	4.1%	18.0%
Very Important		Count	65	22	11	98
		% within NotRelAmenities	66.3%	22.4%	11.2%	100.0%
		% within SpouseJob	21.9%	11.3%	6.7%	14.9%
		% of Total	9.9%	3.4%	1.7%	14.9%
Total		Count	297	194	165	656
		% within NotRelAmenities	45.3%	29.6%	25.2%	100.0%
		% within SpouseJob	100.0%	100.0%	100.0%	100.0%
		% of Total	45.3%	29.6%	25.2%	100.0%

Table 314. Cross-tabulation of desire not to relocate because of concern for the lack of amenities at the new location with the incentive of being able to take a two-week, back-to-the-field assignment each year.

NotRelAmenities * TwoWeekField Crosstabulation

		TwoWeekField			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelAmenities	Not at all Important	Count	34	49	72	155
		% within NotRelAmenities	21.9%	31.6%	46.5%	100.0%
		% within TwoWeekField	18.4%	20.7%	23.3%	21.2%
		% of Total	4.7%	6.7%	9.8%	21.2%
2		Count	32	50	54	136
		% within NotRelAmenities	23.5%	36.8%	39.7%	100.0%
		% within TwoWeekField	17.3%	21.1%	17.5%	18.6%
		% of Total	4.4%	6.8%	7.4%	18.6%
3		Count	44	72	90	206
		% within NotRelAmenities	21.4%	35.0%	43.7%	100.0%
		% within TwoWeekField	23.8%	30.4%	29.1%	28.2%
		% of Total	6.0%	9.8%	12.3%	28.2%
4		Count	32	41	56	129
		% within NotRelAmenities	24.8%	31.8%	43.4%	100.0%
		% within TwoWeekField	17.3%	17.3%	18.1%	17.6%
		% of Total	4.4%	5.6%	7.7%	17.6%
Very Important		Count	43	25	37	105
		% within NotRelAmenities	41.0%	23.8%	35.2%	100.0%
		% within TwoWeekField	23.2%	10.5%	12.0%	14.4%
		% of Total	5.9%	3.4%	5.1%	14.4%
Total		Count	185	237	309	731
		% within NotRelAmenities	25.3%	32.4%	42.3%	100.0%
		% within TwoWeekField	100.0%	100.0%	100.0%	100.0%
		% of Total	25.3%	32.4%	42.3%	100.0%

Table 315. Cross-tabulation of desire not to relocate because of concern for the lack of amenities at the new location with the incentive of being able to return to the region

NotRelAmenities * ReturntoRegion Crosstabulation

		ReturntoRegion			Total	
		Greatly Increase	Slightly Increase	No Effect		
NotRelAmenities	Not at all Important	Count	60	44	57	161
		% within NotRelAmenities	37.3%	27.3%	35.4%	100.0%
		% within ReturntoRegion	20.8%	17.3%	28.5%	21.6%
		% of Total	8.1%	5.9%	7.7%	21.6%
2		Count	53	51	34	138
		% within NotRelAmenities	38.4%	37.0%	24.6%	100.0%
		% within ReturntoRegion	18.3%	20.0%	17.0%	18.5%
		% of Total	7.1%	6.9%	4.6%	18.5%
3		Count	60	84	61	205
		% within NotRelAmenities	29.3%	41.0%	29.8%	100.0%
		% within ReturntoRegion	20.8%	32.9%	30.5%	27.6%
		% of Total	8.1%	11.3%	8.2%	27.6%
4		Count	60	47	25	132
		% within NotRelAmenities	45.5%	35.6%	18.9%	100.0%
		% within ReturntoRegion	20.8%	18.4%	12.5%	17.7%
		% of Total	8.1%	6.3%	3.4%	17.7%
Very Important		Count	56	29	23	108
		% within NotRelAmenities	51.9%	26.9%	21.3%	100.0%
		% within ReturntoRegion	19.4%	11.4%	11.5%	14.5%
		% of Total	7.5%	3.9%	3.1%	14.5%
Total		Count	289	255	200	744
		% within NotRelAmenities	38.8%	34.3%	26.9%	100.0%
		% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%
		% of Total	38.8%	34.3%	26.9%	100.0%

Table 316. Cross-tabulation of desire not to relocate because of concern for the lack of outdoor recreation opportunities at the new location with the incentive of the agency providing housing for the duration of the assignment.

NotRelRec * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelRec	Not at all Important	Count	23	22	42	87
		% within NotRelRec	26.4%	25.3%	48.3%	100.0%
		% within ProvideHousing	8.2%	8.7%	18.3%	11.4%
		% of Total	3.0%	2.9%	5.5%	11.4%
2		Count	29	25	29	83
		% within NotRelRec	34.9%	30.1%	34.9%	100.0%
		% within ProvideHousing	10.3%	9.8%	12.7%	10.8%
		% of Total	3.8%	3.3%	3.8%	10.8%
3		Count	69	74	52	195
		% within NotRelRec	35.4%	37.9%	26.7%	100.0%
		% within ProvideHousing	24.5%	29.1%	22.7%	25.5%
		% of Total	9.0%	9.7%	6.8%	25.5%
4		Count	58	71	61	190
		% within NotRelRec	30.5%	37.4%	32.1%	100.0%
		% within ProvideHousing	20.6%	28.0%	26.6%	24.8%
		% of Total	7.6%	9.3%	8.0%	24.8%
Very Important		Count	103	62	45	210
		% within NotRelRec	49.0%	29.5%	21.4%	100.0%
		% within ProvideHousing	36.5%	24.4%	19.7%	27.5%
		% of Total	13.5%	8.1%	5.9%	27.5%
Total		Count	282	254	229	765
		% within NotRelRec	36.9%	33.2%	29.9%	100.0%
		% within ProvideHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	36.9%	33.2%	29.9%	100.0%

Table 317. Cross-tabulation of desire not to relocate because of concern for the lack of outdoor recreation opportunities at the new location with the incentive of the agency providing a housing allowance.

NotRelRec * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelRec	Not at all Important	Count	37	24	26	87
		% within NotRelRec	42.5%	27.6%	29.9%	100.0%
		% within ProvideAllowance	9.5%	8.9%	24.5%	11.4%
		% of Total	4.8%	3.1%	3.4%	11.4%
	2	Count	43	30	9	82
		% within NotRelRec	52.4%	36.6%	11.0%	100.0%
		% within ProvideAllowance	11.0%	11.2%	8.5%	10.7%
		% of Total	5.6%	3.9%	1.2%	10.7%
	3	Count	100	71	26	197
		% within NotRelRec	50.8%	36.0%	13.2%	100.0%
		% within ProvideAllowance	25.6%	26.4%	24.5%	25.7%
		% of Total	13.1%	9.3%	3.4%	25.7%
4	Count	86	78	25	189	
	% within NotRelRec	45.5%	41.3%	13.2%	100.0%	
	% within ProvideAllowance	22.0%	29.0%	23.6%	24.7%	
	% of Total	11.2%	10.2%	3.3%	24.7%	
Very Important	Count	125	66	20	211	
	% within NotRelRec	59.2%	31.3%	9.5%	100.0%	
	% within ProvideAllowance	32.0%	24.5%	18.9%	27.5%	
	% of Total	16.3%	8.6%	2.6%	27.5%	
Total	Count	391	269	106	766	
	% within NotRelRec	51.0%	35.1%	13.8%	100.0%	
	% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%	
	% of Total	51.0%	35.1%	13.8%	100.0%	

Table 318. Cross-tabulation of desire not to relocate because of concern for the lack of outdoor recreation opportunities at the new location with the incentive of the agency providing a cash relocation incentive.

NotRelRec * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelRec	Not at all Important	Count	36	21	31	88
		% within NotRelRec	40.9%	23.9%	35.2%	100.0%
		% within ProvideCash	9.3%	7.9%	26.7%	11.5%
		% of Total	4.7%	2.7%	4.0%	11.5%
	2	Count	41	29	13	83
		% within NotRelRec	49.4%	34.9%	15.7%	100.0%
		% within ProvideCash	10.6%	10.9%	11.2%	10.8%
		% of Total	5.3%	3.8%	1.7%	10.8%
	3	Count	101	74	22	197
		% within NotRelRec	51.3%	37.6%	11.2%	100.0%
		% within ProvideCash	26.2%	27.8%	19.0%	25.7%
		% of Total	13.2%	9.6%	2.9%	25.7%
	Count	89	71	29	189	
	% within NotRelRec	47.1%	37.6%	15.3%	100.0%	
	% within ProvideCash	23.1%	26.7%	25.0%	24.6%	
	% of Total	11.6%	9.2%	3.8%	24.6%	
Very Important	Count	119	71	21	211	
	% within NotRelRec	56.4%	33.6%	10.0%	100.0%	
	% within ProvideCash	30.8%	26.7%	18.1%	27.5%	
	% of Total	15.5%	9.2%	2.7%	27.5%	
Total	Count	386	266	116	768	
	% within NotRelRec	50.3%	34.6%	15.1%	100.0%	
	% within ProvideCash	100.0%	100.0%	100.0%	100.0%	
	% of Total	50.3%	34.6%	15.1%	100.0%	

Table 319. Cross-tabulation of desire not to relocate because of concern for the lack of outdoor recreation opportunities at the new location with the incentive of the agency providing assistance in locating housing.

NotRelRec * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelRec	Not at all Important	Count	25	24	38	87
		% within NotRelRec	28.7%	27.6%	43.7%	100.0%
		% within LocateHousing	10.4%	7.7%	17.8%	11.3%
		% of Total	3.3%	3.1%	5.0%	11.3%
	2	Count	22	32	27	81
		% within NotRelRec	27.2%	39.5%	33.3%	100.0%
		% within LocateHousing	9.1%	10.3%	12.6%	10.6%
		% of Total	2.9%	4.2%	3.5%	10.6%
	3	Count	62	84	52	198
		% within NotRelRec	31.3%	42.4%	26.3%	100.0%
		% within LocateHousing	25.7%	26.9%	24.3%	25.8%
		% of Total	8.1%	11.0%	6.8%	25.8%
4	Count	51	92	46	189	
	% within NotRelRec	27.0%	48.7%	24.3%	100.0%	
	% within LocateHousing	21.2%	29.5%	21.5%	24.6%	
	% of Total	6.6%	12.0%	6.0%	24.6%	
Very Important	Count	81	80	51	212	
	% within NotRelRec	38.2%	37.7%	24.1%	100.0%	
	% within LocateHousing	33.6%	25.6%	23.8%	27.6%	
	% of Total	10.6%	10.4%	6.6%	27.6%	
Total	Count	241	312	214	767	
	% within NotRelRec	31.4%	40.7%	27.9%	100.0%	
	% within LocateHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	31.4%	40.7%	27.9%	100.0%	

Table 320. Cross-tabulation of desire not to relocate because of concern for the lack of outdoor recreation opportunities at the new location with the incentive of the agency providing assistance in finding a job for a significant other.

NotRelRec * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelRec	Not at all Important	Count	28	19	31	78
		% within NotRelRec	35.9%	24.4%	39.7%	100.0%
		% within SpouseJob	9.1%	9.9%	18.7%	11.7%
		% of Total	4.2%	2.9%	4.7%	11.7%
2		Count	27	24	20	71
		% within NotRelRec	38.0%	33.8%	28.2%	100.0%
		% within SpouseJob	8.8%	12.5%	12.0%	10.7%
		% of Total	4.1%	3.6%	3.0%	10.7%
3		Count	73	47	45	165
		% within NotRelRec	44.2%	28.5%	27.3%	100.0%
		% within SpouseJob	23.8%	24.5%	27.1%	24.8%
		% of Total	11.0%	7.1%	6.8%	24.8%
4		Count	76	57	31	164
		% within NotRelRec	46.3%	34.8%	18.9%	100.0%
		% within SpouseJob	24.8%	29.7%	18.7%	24.7%
		% of Total	11.4%	8.6%	4.7%	24.7%
Very Important		Count	103	45	39	187
		% within NotRelRec	55.1%	24.1%	20.9%	100.0%
		% within SpouseJob	33.6%	23.4%	23.5%	28.1%
		% of Total	15.5%	6.8%	5.9%	28.1%
Total		Count	307	192	166	665
		% within NotRelRec	46.2%	28.9%	25.0%	100.0%
		% within SpouseJob	100.0%	100.0%	100.0%	100.0%
		% of Total	46.2%	28.9%	25.0%	100.0%

Table 321. Cross-tabulation of desire not to relocate because of concern for the lack of outdoor recreation opportunities at the new location with the incentive of being able to take a two-week, back-to-the-field assignment each year.

NotRelRec * TwoWeekField Crosstabulation

			TwoWeekField			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelRec	Not at all Important	Count	17	21	47	85
		% within NotRelRec	20.0%	24.7%	55.3%	100.0%
		% within TwoWeekField	9.1%	8.9%	14.6%	11.4%
		% of Total	2.3%	2.8%	6.3%	11.4%
	2	Count	15	27	40	82
		% within NotRelRec	18.3%	32.9%	48.8%	100.0%
		% within TwoWeekField	8.0%	11.4%	12.5%	11.0%
		% of Total	2.0%	3.6%	5.4%	11.0%
	3	Count	42	62	86	190
		% within NotRelRec	22.1%	32.6%	45.3%	100.0%
		% within TwoWeekField	22.5%	26.2%	26.8%	25.5%
		% of Total	5.6%	8.3%	11.5%	25.5%
4	Count	35	67	81	183	
	% within NotRelRec	19.1%	36.6%	44.3%	100.0%	
	% within TwoWeekField	18.7%	28.3%	25.2%	24.6%	
	% of Total	4.7%	9.0%	10.9%	24.6%	
Very Important	Count	78	60	67	205	
	% within NotRelRec	38.0%	29.3%	32.7%	100.0%	
	% within TwoWeekField	41.7%	25.3%	20.9%	27.5%	
	% of Total	10.5%	8.1%	9.0%	27.5%	
Total	Count	187	237	321	745	
	% within NotRelRec	25.1%	31.8%	43.1%	100.0%	
	% within TwoWeekField	100.0%	100.0%	100.0%	100.0%	
	% of Total	25.1%	31.8%	43.1%	100.0%	

Table 322. Cross-tabulation of desire not to relocate because of concern for the lack of outdoor recreation opportunities at the new location with the incentive of being able to return to the region.

NotRelRec * ReturntoRegion Crosstabulation

			ReturntoRegion			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelRec	Not at all Important	Count	25	17	45	87
		% within NotRelRec	28.7%	19.5%	51.7%	100.0%
		% within ReturntoRegion	8.4%	6.7%	21.6%	11.5%
		% of Total	3.3%	2.2%	5.9%	11.5%
2		Count	22	32	27	81
		% within NotRelRec	27.2%	39.5%	33.3%	100.0%
		% within ReturntoRegion	7.4%	12.6%	13.0%	10.7%
		% of Total	2.9%	4.2%	3.6%	10.7%
3		Count	65	76	52	193
		% within NotRelRec	33.7%	39.4%	26.9%	100.0%
		% within ReturntoRegion	21.9%	30.0%	25.0%	25.5%
		% of Total	8.6%	10.0%	6.9%	25.5%
4		Count	70	74	43	187
		% within NotRelRec	37.4%	39.6%	23.0%	100.0%
		% within ReturntoRegion	23.6%	29.2%	20.7%	24.7%
		% of Total	9.2%	9.8%	5.7%	24.7%
Very Important		Count	115	54	41	210
		% within NotRelRec	54.8%	25.7%	19.5%	100.0%
		% within ReturntoRegion	38.7%	21.3%	19.7%	27.7%
		% of Total	15.2%	7.1%	5.4%	27.7%
Total		Count	297	253	208	758
		% within NotRelRec	39.2%	33.4%	27.4%	100.0%
		% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%
		% of Total	39.2%	33.4%	27.4%	100.0%

Table 323. Cross-tabulation of desire not to relocate because of concern for assuming more administrative duties with the incentive of the agency providing housing for the duration of the assignment.

NotRelAdmin * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelAdmin	Not at all Important	Count	39	24	55	118
		% within NotRelAdmin	33.1%	20.3%	46.6%	100.0%
		% within ProvideHousing	13.9%	9.7%	24.7%	15.7%
		% of Total	5.2%	3.2%	7.3%	15.7%
	2	Count	25	30	28	83
		% within NotRelAdmin	30.1%	36.1%	33.7%	100.0%
		% within ProvideHousing	8.9%	12.1%	12.6%	11.1%
		% of Total	3.3%	4.0%	3.7%	11.1%
	3	Count	45	45	36	126
		% within NotRelAdmin	35.7%	35.7%	28.6%	100.0%
		% within ProvideHousing	16.0%	18.2%	16.1%	16.8%
		% of Total	6.0%	6.0%	4.8%	16.8%
4	Count	69	63	39	171	
	% within NotRelAdmin	40.4%	36.8%	22.8%	100.0%	
	% within ProvideHousing	24.6%	25.5%	17.5%	22.8%	
	% of Total	9.2%	8.4%	5.2%	22.8%	
Very Important	Count	103	85	65	253	
	% within NotRelAdmin	40.7%	33.6%	25.7%	100.0%	
	% within ProvideHousing	36.7%	34.4%	29.1%	33.7%	
	% of Total	13.7%	11.3%	8.7%	33.7%	
Total	Count	281	247	223	751	
	% within NotRelAdmin	37.4%	32.9%	29.7%	100.0%	
	% within ProvideHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	37.4%	32.9%	29.7%	100.0%	

Table 324. Cross-tabulation of desire not to relocate because of concern for assuming more administrative duties with the incentive of the agency providing a housing allowance

NotRelAdmin * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelAdmin	Not at all Important	Count	53	36	28	117
		% within NotRelAdmin	45.3%	30.8%	23.9%	100.0%
		% within ProvideAllowance	13.8%	13.8%	26.2%	15.6%
		% of Total	7.1%	4.8%	3.7%	15.6%
	2	Count	39	32	12	83
		% within NotRelAdmin	47.0%	38.6%	14.5%	100.0%
		% within ProvideAllowance	10.2%	12.3%	11.2%	11.1%
		% of Total	5.2%	4.3%	1.6%	11.1%
	3	Count	69	40	16	125
		% within NotRelAdmin	55.2%	32.0%	12.8%	100.0%
		% within ProvideAllowance	18.0%	15.4%	15.0%	16.6%
		% of Total	9.2%	5.3%	2.1%	16.6%
4	Count	86	68	17	171	
	% within NotRelAdmin	50.3%	39.8%	9.9%	100.0%	
	% within ProvideAllowance	22.4%	26.2%	15.9%	22.8%	
	% of Total	11.5%	9.1%	2.3%	22.8%	
Very Important	Count	137	84	34	255	
	% within NotRelAdmin	53.7%	32.9%	13.3%	100.0%	
	% within ProvideAllowance	35.7%	32.3%	31.8%	34.0%	
	% of Total	18.2%	11.2%	4.5%	34.0%	
Total	Count	384	260	107	751	
	% within NotRelAdmin	51.1%	34.6%	14.2%	100.0%	
	% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%	
	% of Total	51.1%	34.6%	14.2%	100.0%	

Table 325. Cross-tabulation of desire not to relocate because of concern for assuming more administrative duties with the incentive of the agency providing a cash relocation incentive

NotRelAdmin * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelAdmin	Not at all Important	Count	57	27	34	118
		% within NotRelAdmin	48.3%	22.9%	28.8%	100.0%
		% within ProvideCash	14.9%	10.6%	29.3%	15.7%
		% of Total	7.6%	3.6%	4.5%	15.7%
2		Count	42	33	8	83
		% within NotRelAdmin	50.6%	39.8%	9.6%	100.0%
		% within ProvideCash	11.0%	12.9%	6.9%	11.0%
		% of Total	5.6%	4.4%	1.1%	11.0%
3		Count	65	43	17	125
		% within NotRelAdmin	52.0%	34.4%	13.6%	100.0%
		% within ProvideCash	17.0%	16.9%	14.7%	16.6%
		% of Total	8.6%	5.7%	2.3%	16.6%
4		Count	84	67	22	173
		% within NotRelAdmin	48.6%	38.7%	12.7%	100.0%
		% within ProvideCash	22.0%	26.3%	19.0%	23.0%
		% of Total	11.2%	8.9%	2.9%	23.0%
Very Important		Count	134	85	35	254
		% within NotRelAdmin	52.8%	33.5%	13.8%	100.0%
		% within ProvideCash	35.1%	33.3%	30.2%	33.7%
		% of Total	17.8%	11.3%	4.6%	33.7%
Total		Count	382	255	116	753
		% within NotRelAdmin	50.7%	33.9%	15.4%	100.0%
		% within ProvideCash	100.0%	100.0%	100.0%	100.0%
		% of Total	50.7%	33.9%	15.4%	100.0%

Table 326. Cross-tabulation of desire not to relocate because of concern for assuming more administrative duties with the incentive of the agency providing assistance in locating housing.

NotRelAdmin * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelAdmin	Not at all Important	Count	37	33	47	117
		% within NotRelAdmin	31.6%	28.2%	40.2%	100.0%
		% within LocateHousing	15.5%	11.0%	22.2%	15.6%
		% of Total	4.9%	4.4%	6.3%	15.6%
	2	Count	28	36	20	84
		% within NotRelAdmin	33.3%	42.9%	23.8%	100.0%
		% within LocateHousing	11.7%	12.0%	9.4%	11.2%
		% of Total	3.7%	4.8%	2.7%	11.2%
	3	Count	35	59	31	125
		% within NotRelAdmin	28.0%	47.2%	24.8%	100.0%
		% within LocateHousing	14.6%	19.7%	14.6%	16.6%
		% of Total	4.7%	7.9%	4.1%	16.6%
	4	Count	56	75	41	172
		% within NotRelAdmin	32.6%	43.6%	23.8%	100.0%
		% within LocateHousing	23.4%	25.0%	19.3%	22.9%
		% of Total	7.5%	10.0%	5.5%	22.9%
Very Important	Count	83	97	73	253	
	% within NotRelAdmin	32.8%	38.3%	28.9%	100.0%	
	% within LocateHousing	34.7%	32.3%	34.4%	33.7%	
	% of Total	11.1%	12.9%	9.7%	33.7%	
Total	Count	239	300	212	751	
	% within NotRelAdmin	31.8%	39.9%	28.2%	100.0%	
	% within LocateHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	31.8%	39.9%	28.2%	100.0%	

Table 327. Cross-tabulation of desire not to relocate because of concern for assuming more administrative duties with the incentive of the agency providing assistance in finding a job for a significant other.

NotRelAdmin * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelAdmin	Not at all Important	Count	39	21	44	104
		% within NotRelAdmin	37.5%	20.2%	42.3%	100.0%
		% within SpouseJob	13.3%	11.1%	26.3%	16.0%
		% of Total	6.0%	3.2%	6.8%	16.0%
2		Count	30	22	19	71
		% within NotRelAdmin	42.3%	31.0%	26.8%	100.0%
		% within SpouseJob	10.2%	11.6%	11.4%	10.9%
		% of Total	4.6%	3.4%	2.9%	10.9%
3		Count	45	32	30	107
		% within NotRelAdmin	42.1%	29.9%	28.0%	100.0%
		% within SpouseJob	15.4%	16.9%	18.0%	16.5%
		% of Total	6.9%	4.9%	4.6%	16.5%
4		Count	67	55	30	152
		% within NotRelAdmin	44.1%	36.2%	19.7%	100.0%
		% within SpouseJob	22.9%	29.1%	18.0%	23.4%
		% of Total	10.3%	8.5%	4.6%	23.4%
Very Important		Count	112	59	44	215
		% within NotRelAdmin	52.1%	27.4%	20.5%	100.0%
		% within SpouseJob	38.2%	31.2%	26.3%	33.1%
		% of Total	17.3%	9.1%	6.8%	33.1%
Total		Count	293	189	167	649
		% within NotRelAdmin	45.1%	29.1%	25.7%	100.0%
		% within SpouseJob	100.0%	100.0%	100.0%	100.0%
		% of Total	45.1%	29.1%	25.7%	100.0%

Table 328. Cross-tabulation of desire not to relocate because of concern for assuming more administrative duties with the incentive of being able to take a two-week, back-to-the-field assignment each year.

NotRelAdmin * TwoWeekField Crosstabulation

			TwoWeekField			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelAdmin	Not at all Important	Count	29	26	56	111
		% within NotRelAdmin	26.1%	23.4%	50.5%	100.0%
		% within TwoWeekField	15.3%	11.1%	18.1%	15.1%
		% of Total	4.0%	3.5%	7.6%	15.1%
2		Count	17	23	41	81
		% within NotRelAdmin	21.0%	28.4%	50.6%	100.0%
		% within TwoWeekField	9.0%	9.8%	13.2%	11.1%
		% of Total	2.3%	3.1%	5.6%	11.1%
3		Count	26	40	57	123
		% within NotRelAdmin	21.1%	32.5%	46.3%	100.0%
		% within TwoWeekField	13.8%	17.1%	18.4%	16.8%
		% of Total	3.5%	5.5%	7.8%	16.8%
4		Count	43	64	62	169
		% within NotRelAdmin	25.4%	37.9%	36.7%	100.0%
		% within TwoWeekField	22.8%	27.4%	20.0%	23.1%
		% of Total	5.9%	8.7%	8.5%	23.1%
Very Important		Count	74	81	94	249
		% within NotRelAdmin	29.7%	32.5%	37.8%	100.0%
		% within TwoWeekField	39.2%	34.6%	30.3%	34.0%
		% of Total	10.1%	11.1%	12.8%	34.0%
Total		Count	189	234	310	733
		% within NotRelAdmin	25.8%	31.9%	42.3%	100.0%
		% within TwoWeekField	100.0%	100.0%	100.0%	100.0%
		% of Total	25.8%	31.9%	42.3%	100.0%

Table 329. Cross-tabulation of desire not to relocate because of concern for assuming more administrative duties with the incentive of being able to return to the region.

			ReturntoRegion			Total
			Greatly Increase	Slightly Increase	No Effect	
NotRelAdmin	Not at all Important	Count	43	30	44	117
		% within NotRelAdmin	36.8%	25.6%	37.6%	100.0%
		% within ReturntoRegion	14.7%	12.0%	21.9%	15.7%
		% of Total	5.8%	4.0%	5.9%	15.7%
	2	Count	27	26	30	83
		% within NotRelAdmin	32.5%	31.3%	36.1%	100.0%
		% within ReturntoRegion	9.2%	10.4%	14.9%	11.2%
		% of Total	3.6%	3.5%	4.0%	11.2%
	3	Count	41	54	28	123
		% within NotRelAdmin	33.3%	43.9%	22.8%	100.0%
		% within ReturntoRegion	14.0%	21.6%	13.9%	16.5%
		% of Total	5.5%	7.3%	3.8%	16.5%
4	Count	59	72	41	172	
	% within NotRelAdmin	34.3%	41.9%	23.8%	100.0%	
	% within ReturntoRegion	20.1%	28.8%	20.4%	23.1%	
	% of Total	7.9%	9.7%	5.5%	23.1%	
Very Important	Count	123	68	58	249	
	% within NotRelAdmin	49.4%	27.3%	23.3%	100.0%	
	% within ReturntoRegion	42.0%	27.2%	28.9%	33.5%	
	% of Total	16.5%	9.1%	7.8%	33.5%	
Total	Count	293	250	201	744	
	% within NotRelAdmin	39.4%	33.6%	27.0%	100.0%	
	% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%	
	% of Total	39.4%	33.6%	27.0%	100.0%	

Table 330. Cross-tabulation of the incentive of the agency providing housing for the duration of the assignment with years of service with the NWRS.

ProvideHousing * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
ProvideHousing	Greatly Increase	Count	184	139	70	393
		% within ProvideHousing	46.8%	35.4%	17.8%	100.0%
		% within YearsNWRSGroups	46.2%	34.7%	30.0%	38.1%
		% of Total	17.8%	13.5%	6.8%	38.1%
	Slightly Increase	Count	121	126	76	323
		% within ProvideHousing	37.5%	39.0%	23.5%	100.0%
		% within YearsNWRSGroups	30.4%	31.4%	32.6%	31.3%
		% of Total	11.7%	12.2%	7.4%	31.3%
	No Effect	Count	93	136	87	316
		% within ProvideHousing	29.4%	43.0%	27.5%	100.0%
		% within YearsNWRSGroups	23.4%	33.9%	37.3%	30.6%
		% of Total	9.0%	13.2%	8.4%	30.6%
Total	Count	398	401	233	1032	
	% within ProvideHousing	38.6%	38.9%	22.6%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.6%	38.9%	22.6%	100.0%	

Table 331. Cross-tabulation of the incentive of the agency providing a housing allowance with years of service with the NWRS.

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
ProvideAllowance	Greatly Increase	Count	241	201	106	548
		% within ProvideAllowance	44.0%	36.7%	19.3%	100.0%
		% within YearsNWRSGroups	60.3%	50.4%	44.9%	52.9%
		% of Total	23.3%	19.4%	10.2%	52.9%
	Slightly Increase	Count	112	138	88	338
		% within ProvideAllowance	33.1%	40.8%	26.0%	100.0%
		% within YearsNWRSGroups	28.0%	34.6%	37.3%	32.7%
		% of Total	10.8%	13.3%	8.5%	32.7%
	No Effect	Count	47	60	42	149
		% within ProvideAllowance	31.5%	40.3%	28.2%	100.0%
		% within YearsNWRSGroups	11.8%	15.0%	17.8%	14.4%
		% of Total	4.5%	5.8%	4.1%	14.4%
Total	Count	400	399	236	1035	
	% within ProvideAllowance	38.6%	38.6%	22.8%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.6%	38.6%	22.8%	100.0%	

Table 332. Cross-tabulation of the incentive of the agency providing a cash relocation incentive with years of service with the NWRS.

ProvideCash * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
ProvideCash	Greatly Increase	Count	237	204	103	544
		% within ProvideCash	43.6%	37.5%	18.9%	100.0%
		% within YearsNWRSGroups	58.7%	51.4%	43.3%	52.4%
		% of Total	22.8%	19.6%	9.9%	52.4%
	Slightly Increase	Count	124	131	90	345
		% within ProvideCash	35.9%	38.0%	26.1%	100.0%
		% within YearsNWRSGroups	30.7%	33.0%	37.8%	33.2%
		% of Total	11.9%	12.6%	8.7%	33.2%
	No Effect	Count	43	62	45	150
		% within ProvideCash	28.7%	41.3%	30.0%	100.0%
		% within YearsNWRSGroups	10.6%	15.6%	18.9%	14.4%
		% of Total	4.1%	6.0%	4.3%	14.4%
Total	Count	404	397	238	1039	
	% within ProvideCash	38.9%	38.2%	22.9%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.9%	38.2%	22.9%	100.0%	

Table 333. Cross-tabulation of the incentive of the agency providing assistance in locating housing with years of service with the NWRs.

LocateHousing * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
LocateHousing	Greatly Increase	Count	166	122	61	349
		% within LocateHousing	47.6%	35.0%	17.5%	100.0%
		% within YearsNWRSGroups	41.4%	30.8%	26.2%	33.9%
		% of Total	16.1%	11.8%	5.9%	33.9%
	Slightly Increase	Count	146	154	93	393
		% within LocateHousing	37.2%	39.2%	23.7%	100.0%
		% within YearsNWRSGroups	36.4%	38.9%	39.9%	38.2%
		% of Total	14.2%	15.0%	9.0%	38.2%
	No Effect	Count	89	120	79	288
		% within LocateHousing	30.9%	41.7%	27.4%	100.0%
		% within YearsNWRSGroups	22.2%	30.3%	33.9%	28.0%
		% of Total	8.6%	11.7%	7.7%	28.0%
Total	Count	401	396	233	1030	
	% within LocateHousing	38.9%	38.4%	22.6%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.9%	38.4%	22.6%	100.0%	

Table 334. Cross-tabulation of the incentive of the agency providing assistance in finding a job for a significant other with years of service with the NWRS.

SpouseJob * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
SpouseJob	Greatly Increase	Count	192	137	65	394
		% within SpouseJob	48.7%	34.8%	16.5%	100.0%
		% within YearsNWRSGroups	57.1%	40.9%	33.0%	45.4%
		% of Total	22.1%	15.8%	7.5%	45.4%
	Slightly Increase	Count	84	103	66	253
		% within SpouseJob	33.2%	40.7%	26.1%	100.0%
		% within YearsNWRSGroups	25.0%	30.7%	33.5%	29.1%
		% of Total	9.7%	11.9%	7.6%	29.1%
	No Effect	Count	60	95	66	221
		% within SpouseJob	27.1%	43.0%	29.9%	100.0%
		% within YearsNWRSGroups	17.9%	28.4%	33.5%	25.5%
		% of Total	6.9%	10.9%	7.6%	25.5%
Total	Count	336	335	197	868	
	% within SpouseJob	38.7%	38.6%	22.7%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.7%	38.6%	22.7%	100.0%	

Table 335. Cross-tabulation of the incentive of being able to take a two-week, back-to-the-field assignment each year with years of service with the NWRs.

TwoWeekField * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
TwoWeekField	Greatly Increase	Count	141	88	40	269
		% within TwoWeekField	52.4%	32.7%	14.9%	100.0%
		% within YearsNWRSGroups	36.6%	22.9%	17.9%	27.1%
		% of Total	14.2%	8.9%	4.0%	27.1%
	Slightly Increase	Count	120	129	56	305
		% within TwoWeekField	39.3%	42.3%	18.4%	100.0%
		% within YearsNWRSGroups	31.2%	33.5%	25.0%	30.7%
		% of Total	12.1%	13.0%	5.6%	30.7%
	No Effect	Count	124	168	128	420
		% within TwoWeekField	29.5%	40.0%	30.5%	100.0%
		% within YearsNWRSGroups	32.2%	43.6%	57.1%	42.3%
		% of Total	12.5%	16.9%	12.9%	42.3%
Total	Count	385	385	224	994	
	% within TwoWeekField	38.7%	38.7%	22.5%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.7%	38.7%	22.5%	100.0%	

Table 336. Cross-tabulation of the incentive being able to return to the region with years of service with the NWRS.

ReturntoRegion * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
ReturntoRegion	Greatly Increase	Count	172	150	66	388
		% within ReturntoRegion	44.3%	38.7%	17.0%	100.0%
		% within YearsNWRSGroups	43.8%	38.0%	28.6%	38.1%
		% of Total	16.9%	14.7%	6.5%	38.1%
	Slightly Increase	Count	124	131	82	337
		% within ReturntoRegion	36.8%	38.9%	24.3%	100.0%
		% within YearsNWRSGroups	31.6%	33.2%	35.5%	33.1%
		% of Total	12.2%	12.9%	8.0%	33.1%
	No Effect	Count	97	114	83	294
		% within ReturntoRegion	33.0%	38.8%	28.2%	100.0%
		% within YearsNWRSGroups	24.7%	28.9%	35.9%	28.9%
		% of Total	9.5%	11.2%	8.1%	28.9%
Total	Count	393	395	231	1019	
	% within ReturntoRegion	38.6%	38.8%	22.7%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.6%	38.8%	22.7%	100.0%	

Table 337. Cross-tabulation of the incentive, the agency would provide housing for the duration of the assignment, with age groups.

AgeGroups * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
AgeGroups	<30	Count	44	18	10	72
		% within AgeGroups	61.1%	25.0%	13.9%	100.0%
		% within ProvideHousing	11.5%	5.6%	3.2%	7.1%
		% of Total	4.3%	1.8%	1.0%	7.1%
	30-39	Count	80	70	64	214
		% within AgeGroups	37.4%	32.7%	29.9%	100.0%
		% within ProvideHousing	20.8%	21.9%	20.5%	21.1%
		% of Total	7.9%	6.9%	6.3%	21.1%
	40-49	Count	123	118	121	362
		% within AgeGroups	34.0%	32.6%	33.4%	100.0%
		% within ProvideHousing	32.0%	37.0%	38.8%	35.7%
		% of Total	12.1%	11.6%	11.9%	35.7%
50-59	Count	123	97	101	321	
	% within AgeGroups	38.3%	30.2%	31.5%	100.0%	
	% within ProvideHousing	32.0%	30.4%	32.4%	31.6%	
	% of Total	12.1%	9.6%	10.0%	31.6%	
60+	Count	14	16	16	46	
	% within AgeGroups	30.4%	34.8%	34.8%	100.0%	
	% within ProvideHousing	3.6%	5.0%	5.1%	4.5%	
	% of Total	1.4%	1.6%	1.6%	4.5%	
Total	Count	384	319	312	1015	
	% within AgeGroups	37.8%	31.4%	30.7%	100.0%	
	% within ProvideHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	37.8%	31.4%	30.7%	100.0%	

Table 338. Cross-tabulation of the incentive, the agency would provide a housing allowance, with age groups.

AgeGroups * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
AgeGroups	<30	Count	47	24	1	72
		% within AgeGroups	65.3%	33.3%	1.4%	100.0%
		% within ProvideAllowance	8.7%	7.2%	.7%	7.1%
		% of Total	4.6%	2.4%	.1%	7.1%
	30-39	Count	115	70	27	212
		% within AgeGroups	54.2%	33.0%	12.7%	100.0%
		% within ProvideAllowance	21.3%	21.1%	18.4%	20.8%
		% of Total	11.3%	6.9%	2.7%	20.8%
	40-49	Count	195	113	56	364
		% within AgeGroups	53.6%	31.0%	15.4%	100.0%
		% within ProvideAllowance	36.2%	34.0%	38.1%	35.8%
		% of Total	19.2%	11.1%	5.5%	35.8%
	50-59	Count	155	115	54	324
		% within AgeGroups	47.8%	35.5%	16.7%	100.0%
		% within ProvideAllowance	28.8%	34.6%	36.7%	31.8%
		% of Total	15.2%	11.3%	5.3%	31.8%
	60+	Count	27	10	9	46
		% within AgeGroups	58.7%	21.7%	19.6%	100.0%
		% within ProvideAllowance	5.0%	3.0%	6.1%	4.5%
		% of Total	2.7%	1.0%	.9%	4.5%
Total		Count	539	332	147	1018
		% within AgeGroups	52.9%	32.6%	14.4%	100.0%
		% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%
		% of Total	52.9%	32.6%	14.4%	100.0%

Table 339. Cross-tabulation of the incentive, the agency would provide a cash relocation incentive, with age groups.

AgeGroups * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
AgeGroups	<30	Count	50	21	1	72
		% within AgeGroups	69.4%	29.2%	1.4%	100.0%
		% within ProvideCash	9.3%	6.2%	.7%	7.0%
		% of Total	4.9%	2.1%	.1%	7.0%
	30-39	Count	114	70	29	213
		% within AgeGroups	53.5%	32.9%	13.6%	100.0%
		% within ProvideCash	21.3%	20.7%	19.5%	20.8%
		% of Total	11.2%	6.8%	2.8%	20.8%
	40-49	Count	182	125	56	363
		% within AgeGroups	50.1%	34.4%	15.4%	100.0%
		% within ProvideCash	34.0%	37.0%	37.6%	35.5%
		% of Total	17.8%	12.2%	5.5%	35.5%
50-59	Count	167	107	53	327	
	% within AgeGroups	51.1%	32.7%	16.2%	100.0%	
	% within ProvideCash	31.2%	31.7%	35.6%	32.0%	
	% of Total	16.3%	10.5%	5.2%	32.0%	
60+	Count	22	15	10	47	
	% within AgeGroups	46.8%	31.9%	21.3%	100.0%	
	% within ProvideCash	4.1%	4.4%	6.7%	4.6%	
	% of Total	2.2%	1.5%	1.0%	4.6%	
Total	Count	535	338	149	1022	
	% within AgeGroups	52.3%	33.1%	14.6%	100.0%	
	% within ProvideCash	100.0%	100.0%	100.0%	100.0%	
	% of Total	52.3%	33.1%	14.6%	100.0%	

Table 340. Cross-tabulation of the incentive, the agency would provide assistance in locating housing, with age groups.

AgeGroups * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
AgeGroups	<30	Count	36	27	9	72
		% within AgeGroups	50.0%	37.5%	12.5%	100.0%
		% within LocateHousing	10.5%	7.0%	3.2%	7.1%
		% of Total	3.6%	2.7%	.9%	7.1%
30-39	30-39	Count	74	81	57	212
		% within AgeGroups	34.9%	38.2%	26.9%	100.0%
		% within LocateHousing	21.6%	20.9%	20.0%	20.9%
		% of Total	7.3%	8.0%	5.6%	20.9%
40-49	40-49	Count	105	137	119	361
		% within AgeGroups	29.1%	38.0%	33.0%	100.0%
		% within LocateHousing	30.7%	35.4%	41.8%	35.6%
		% of Total	10.4%	13.5%	11.7%	35.6%
50-59	50-59	Count	109	127	88	324
		% within AgeGroups	33.6%	39.2%	27.2%	100.0%
		% within LocateHousing	31.9%	32.8%	30.9%	32.0%
		% of Total	10.7%	12.5%	8.7%	32.0%
60+	60+	Count	18	15	12	45
		% within AgeGroups	40.0%	33.3%	26.7%	100.0%
		% within LocateHousing	5.3%	3.9%	4.2%	4.4%
		% of Total	1.8%	1.5%	1.2%	4.4%
Total	Total	Count	342	387	285	1014
		% within AgeGroups	33.7%	38.2%	28.1%	100.0%
		% within LocateHousing	100.0%	100.0%	100.0%	100.0%
		% of Total	33.7%	38.2%	28.1%	100.0%

Table 341. Cross-tabulation of the incentive, the agency would provide assistance in finding a job for a significant other, with age groups.

AgeGroups * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
AgeGroups	<30	Count	42	14	7	63
		% within AgeGroups	66.7%	22.2%	11.1%	100.0%
		% within SpouseJob	10.8%	5.6%	3.2%	7.3%
		% of Total	4.9%	1.6%	.8%	7.3%
	30-39	Count	109	45	34	188
		% within AgeGroups	58.0%	23.9%	18.1%	100.0%
		% within SpouseJob	28.0%	18.0%	15.5%	21.9%
		% of Total	12.7%	5.2%	4.0%	21.9%
	40-49	Count	121	105	85	311
		% within AgeGroups	38.9%	33.8%	27.3%	100.0%
		% within SpouseJob	31.1%	42.0%	38.6%	36.2%
		% of Total	14.1%	12.2%	9.9%	36.2%
	50-59	Count	106	71	83	260
		% within AgeGroups	40.8%	27.3%	31.9%	100.0%
		% within SpouseJob	27.2%	28.4%	37.7%	30.3%
		% of Total	12.3%	8.3%	9.7%	30.3%
60+	Count	11	15	11	37	
	% within AgeGroups	29.7%	40.5%	29.7%	100.0%	
	% within SpouseJob	2.8%	6.0%	5.0%	4.3%	
	% of Total	1.3%	1.7%	1.3%	4.3%	
Total	Count	389	250	220	859	
	% within AgeGroups	45.3%	29.1%	25.6%	100.0%	
	% within SpouseJob	100.0%	100.0%	100.0%	100.0%	
	% of Total	45.3%	29.1%	25.6%	100.0%	

Table 342. Cross-tabulation of the incentive, being able to take a two-week, back-to-the-field assignment each year, with age groups.

AgeGroups * TwoWeekField Crosstabulation

			TwoWeekField			Total
			Greatly Increase	Slightly Increase	No Effect	
AgeGroups	<30	Count	30	24	16	70
		% within AgeGroups	42.9%	34.3%	22.9%	100.0%
		% within TwoWeekField	11.5%	8.0%	3.9%	7.2%
		% of Total	3.1%	2.5%	1.6%	7.2%
	30-39	Count	69	70	69	208
		% within AgeGroups	33.2%	33.7%	33.2%	100.0%
		% within TwoWeekField	26.3%	23.3%	16.7%	21.3%
		% of Total	7.1%	7.2%	7.1%	21.3%
	40-49	Count	82	109	158	349
		% within AgeGroups	23.5%	31.2%	45.3%	100.0%
		% within TwoWeekField	31.3%	36.2%	38.2%	35.7%
		% of Total	8.4%	11.2%	16.2%	35.7%
50-59	Count	69	90	148	307	
	% within AgeGroups	22.5%	29.3%	48.2%	100.0%	
	% within TwoWeekField	26.3%	29.9%	35.7%	31.4%	
	% of Total	7.1%	9.2%	15.1%	31.4%	
60+	Count	12	8	23	43	
	% within AgeGroups	27.9%	18.6%	53.5%	100.0%	
	% within TwoWeekField	4.6%	2.7%	5.6%	4.4%	
	% of Total	1.2%	.8%	2.4%	4.4%	
Total	Count	262	301	414	977	
	% within AgeGroups	26.8%	30.8%	42.4%	100.0%	
	% within TwoWeekField	100.0%	100.0%	100.0%	100.0%	
	% of Total	26.8%	30.8%	42.4%	100.0%	

Table 343. Cross-tabulation of the incentive, being able to return to the region, with age groups.

AgeGroups * ReturntoRegion Crosstabulation

		ReturntoRegion			Total	
		Greatly Increase	Slightly Increase	No Effect		
AgeGroups	<30	Count	33	27	12	72
		% within AgeGroups	45.8%	37.5%	16.7%	100.0%
		% within ReturntoRegion	8.6%	8.1%	4.2%	7.2%
		% of Total	3.3%	2.7%	1.2%	7.2%
	30-39	Count	106	58	48	212
		% within AgeGroups	50.0%	27.4%	22.6%	100.0%
		% within ReturntoRegion	27.7%	17.5%	16.7%	21.2%
		% of Total	10.6%	5.8%	4.8%	21.2%
	40-49	Count	124	125	108	357
		% within AgeGroups	34.7%	35.0%	30.3%	100.0%
		% within ReturntoRegion	32.5%	37.7%	37.5%	35.6%
		% of Total	12.4%	12.5%	10.8%	35.6%
50-59	Count	106	106	104	316	
	% within AgeGroups	33.5%	33.5%	32.9%	100.0%	
	% within ReturntoRegion	27.7%	31.9%	36.1%	31.5%	
	% of Total	10.6%	10.6%	10.4%	31.5%	
60+	Count	13	16	16	45	
	% within AgeGroups	28.9%	35.6%	35.6%	100.0%	
	% within ReturntoRegion	3.4%	4.8%	5.6%	4.5%	
	% of Total	1.3%	1.6%	1.6%	4.5%	
Total	Count	382	332	288	1002	
	% within AgeGroups	38.1%	33.1%	28.7%	100.0%	
	% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.1%	33.1%	28.7%	100.0%	

Table 344. Cross-tabulation of the incentive, the agency would provide housing for the duration of the assignment, with GS-level pay grade.

GSLevel * ProvideHousing Crosstabulation

		ProvideHousing			Total	
		Greatly Increase	Slightly Increase	No Effect		
GSLevel	GS-4	Count	11	3	1	15
		% within GSLevel	73.3%	20.0%	6.7%	100.0%
		% within ProvideHousing	3.0%	.9%	.3%	1.5%
		% of Total	1.1%	.3%	.1%	1.5%
	GS-5	Count	28	6	4	38
		% within GSLevel	73.7%	15.8%	10.5%	100.0%
		% within ProvideHousing	7.6%	1.9%	1.3%	3.8%
		% of Total	2.8%	.6%	.4%	3.8%
	GS-6	Count	8	4	7	19
		% within GSLevel	42.1%	21.1%	36.8%	100.0%
		% within ProvideHousing	2.2%	1.3%	2.3%	1.9%
		% of Total	.8%	.4%	.7%	1.9%
GS-7	Count	18	17	21	56	
	% within GSLevel	32.1%	30.4%	37.5%	100.0%	
	% within ProvideHousing	4.9%	5.4%	6.9%	5.7%	
	% of Total	1.8%	1.7%	2.1%	5.7%	
GS-8	Count	5	2	1	8	
	% within GSLevel	62.5%	25.0%	12.5%	100.0%	
	% within ProvideHousing	1.4%	.6%	.3%	.8%	
	% of Total	.5%	.2%	.1%	.8%	
GS-9	Count	54	44	35	133	
	% within GSLevel	40.6%	33.1%	26.3%	100.0%	
	% within ProvideHousing	14.6%	13.9%	11.5%	13.4%	
	% of Total	5.4%	4.4%	3.5%	13.4%	
GS-10	Count	0	0	3	3	
	% within GSLevel	.0%	.0%	100.0%	100.0%	
	% within ProvideHousing	.0%	.0%	1.0%	.3%	
	% of Total	.0%	.0%	.3%	.3%	
GS-11	Count	62	74	49	185	
	% within GSLevel	33.5%	40.0%	26.5%	100.0%	
	% within ProvideHousing	16.8%	23.3%	16.1%	18.7%	
	% of Total	6.3%	7.5%	4.9%	18.7%	
GS-12	Count	90	76	91	257	
	% within GSLevel	35.0%	29.6%	35.4%	100.0%	
	% within ProvideHousing	24.4%	24.0%	29.8%	25.9%	
	% of Total	9.1%	7.7%	9.2%	25.9%	

GS-13	Count	55	70	69	194
	% within GSLevel	28.4%	36.1%	35.6%	100.0%
	% within ProvideHousing	14.9%	22.1%	22.6%	19.6%
	% of Total	5.5%	7.1%	7.0%	19.6%
GS-14	Count	37	18	24	79
	% within GSLevel	46.8%	22.8%	30.4%	100.0%
	% within ProvideHousing	10.0%	5.7%	7.9%	8.0%
	% of Total	3.7%	1.8%	2.4%	8.0%
GS-15	Count	1	3	0	4
	% within GSLevel	25.0%	75.0%	.0%	100.0%
	% within ProvideHousing	.3%	.9%	.0%	.4%
	% of Total	.1%	.3%	.0%	.4%
Total	Count	369	317	305	991
	% within GSLevel	37.2%	32.0%	30.8%	100.0%
	% within ProvideHousing	100.0%	100.0%	100.0%	100.0%
	% of Total	37.2%	32.0%	30.8%	100.0%

Table 345. Cross-tabulation of the incentive, the agency would provide a housing allowance, with GS-level pay grade.

GSLevel * ProvideAllowance Crosstabulation

		ProvideAllowance			Total	
		Greatly Increase	Slightly Increase	No Effect		
GSLevel	GS-4	Count	11	4	0	15
		% within GSLevel	73.3%	26.7%	.0%	100.0%
		% within ProvideAllowance	2.1%	1.2%	.0%	1.5%
		% of Total	1.1%	.4%	.0%	1.5%
	GS-5	Count	28	7	3	38
		% within GSLevel	73.7%	18.4%	7.9%	100.0%
		% within ProvideAllowance	5.4%	2.1%	2.0%	3.8%
		% of Total	2.8%	.7%	.3%	3.8%
	GS-6	Count	11	4	4	19
		% within GSLevel	57.9%	21.1%	21.1%	100.0%
		% within ProvideAllowance	2.1%	1.2%	2.7%	1.9%
		% of Total	1.1%	.4%	.4%	1.9%
GS-7	Count	22	25	10	57	
	% within GSLevel	38.6%	43.9%	17.5%	100.0%	
	% within ProvideAllowance	4.3%	7.6%	6.8%	5.7%	
	% of Total	2.2%	2.5%	1.0%	5.7%	
GS-8	Count	6	3	0	9	
	% within GSLevel	66.7%	33.3%	.0%	100.0%	
	% within ProvideAllowance	1.2%	.9%	.0%	.9%	
	% of Total	.6%	.3%	.0%	.9%	
GS-9	Count	81	36	15	132	
	% within GSLevel	61.4%	27.3%	11.4%	100.0%	
	% within ProvideAllowance	15.7%	10.9%	10.2%	13.3%	
	% of Total	8.1%	3.6%	1.5%	13.3%	
GS-10	Count	1	0	2	3	
	% within GSLevel	33.3%	.0%	66.7%	100.0%	
	% within ProvideAllowance	.2%	.0%	1.4%	.3%	
	% of Total	.1%	.0%	.2%	.3%	
GS-11	Count	84	72	30	186	
	% within GSLevel	45.2%	38.7%	16.1%	100.0%	
	% within ProvideAllowance	16.3%	21.8%	20.4%	18.7%	
	% of Total	8.5%	7.2%	3.0%	18.7%	
GS-12	Count	141	86	33	260	
	% within GSLevel	54.2%	33.1%	12.7%	100.0%	
	% within ProvideAllowance	27.3%	26.0%	22.4%	26.2%	
	% of Total	14.2%	8.7%	3.3%	26.2%	

GS-13	Count	88	70	34	192
	% within GSLevel	45.8%	36.5%	17.7%	100.0%
	% within ProvideAllowance	17.1%	21.1%	23.1%	19.3%
	% of Total	8.9%	7.0%	3.4%	19.3%
GS-14	Count	41	22	16	79
	% within GSLevel	51.9%	27.8%	20.3%	100.0%
	% within ProvideAllowance	7.9%	6.6%	10.9%	7.9%
	% of Total	4.1%	2.2%	1.6%	7.9%
GS-15	Count	2	2	0	4
	% within GSLevel	50.0%	50.0%	.0%	100.0%
	% within ProvideAllowance	.4%	.6%	.0%	.4%
	% of Total	.2%	.2%	.0%	.4%
Total	Count	516	331	147	994
	% within GSLevel	51.9%	33.3%	14.8%	100.0%
	% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%
	% of Total	51.9%	33.3%	14.8%	100.0%

Table 346. Cross-tabulation of the incentive, the agency would provide a cash relocation incentive, with GS-level pay grade.

GSLevel * ProvideCash Crosstabulation

		ProvideCash			Total	
		Greatly Increase	Slightly Increase	No Effect		
GSLevel	GS-4	Count	10	4	1	15
		% within GSLevel	66.7%	26.7%	6.7%	100.0%
		% within ProvideCash	2.0%	1.2%	.7%	1.5%
		% of Total	1.0%	.4%	.1%	1.5%
	GS-5	Count	26	10	2	38
		% within GSLevel	68.4%	26.3%	5.3%	100.0%
		% within ProvideCash	5.1%	3.0%	1.4%	3.8%
		% of Total	2.6%	1.0%	.2%	3.8%
	GS-6	Count	12	3	4	19
		% within GSLevel	63.2%	15.8%	21.1%	100.0%
		% within ProvideCash	2.3%	.9%	2.7%	1.9%
		% of Total	1.2%	.3%	.4%	1.9%
GS-7	Count	24	24	9	57	
	% within GSLevel	42.1%	42.1%	15.8%	100.0%	
	% within ProvideCash	4.7%	7.1%	6.1%	5.7%	
	% of Total	2.4%	2.4%	.9%	5.7%	
GS-8	Count	5	4	0	9	
	% within GSLevel	55.6%	44.4%	.0%	100.0%	
	% within ProvideCash	1.0%	1.2%	.0%	.9%	
	% of Total	.5%	.4%	.0%	.9%	
GS-9	Count	84	31	19	134	
	% within GSLevel	62.7%	23.1%	14.2%	100.0%	
	% within ProvideCash	16.4%	9.2%	12.8%	13.4%	
	% of Total	8.4%	3.1%	1.9%	13.4%	
GS-10	Count	1	0	2	3	
	% within GSLevel	33.3%	.0%	66.7%	100.0%	
	% within ProvideCash	.2%	.0%	1.4%	.3%	
	% of Total	.1%	.0%	.2%	.3%	
GS-11	Count	87	71	26	184	
	% within GSLevel	47.3%	38.6%	14.1%	100.0%	
	% within ProvideCash	17.0%	21.0%	17.6%	18.5%	
	% of Total	8.7%	7.1%	2.6%	18.5%	
GS-12	Count	136	90	35	261	
	% within GSLevel	52.1%	34.5%	13.4%	100.0%	
	% within ProvideCash	26.6%	26.6%	23.6%	26.2%	
	% of Total	13.6%	9.0%	3.5%	26.2%	

GS-13	Count	84	74	35	193
	% within GSLevel	43.5%	38.3%	18.1%	100.0%
	% within ProvideCash	16.4%	21.9%	23.6%	19.4%
	% of Total	8.4%	7.4%	3.5%	19.4%
GS-14	Count	39	26	15	80
	% within GSLevel	48.8%	32.5%	18.8%	100.0%
	% within ProvideCash	7.6%	7.7%	10.1%	8.0%
	% of Total	3.9%	2.6%	1.5%	8.0%
GS-15	Count	3	1	0	4
	% within GSLevel	75.0%	25.0%	.0%	100.0%
	% within ProvideCash	.6%	.3%	.0%	.4%
	% of Total	.3%	.1%	.0%	.4%
Total	Count	511	338	148	997
	% within GSLevel	51.3%	33.9%	14.8%	100.0%
	% within ProvideCash	100.0%	100.0%	100.0%	100.0%
	% of Total	51.3%	33.9%	14.8%	100.0%

Table 347. Cross-tabulation of the incentive, the agency would provide assistance in locating housing, with GS-level pay grade.

GSLevel * LocateHousing Crosstabulation

		LocateHousing			Total	
		Greatly Increase	Slightly Increase	No Effect		
GSLevel	GS-4	Count	7	7	1	15
		% within GSLevel	46.7%	46.7%	6.7%	100.0%
		% within LocateHousing	2.2%	1.9%	.4%	1.5%
		% of Total	.7%	.7%	.1%	1.5%
	GS-5	Count	22	12	3	37
		% within GSLevel	59.5%	32.4%	8.1%	100.0%
		% within LocateHousing	6.8%	3.2%	1.1%	3.7%
		% of Total	2.2%	1.2%	.3%	3.7%
	GS-6	Count	9	3	7	19
		% within GSLevel	47.4%	15.8%	36.8%	100.0%
		% within LocateHousing	2.8%	.8%	2.5%	1.9%
		% of Total	.9%	.3%	.7%	1.9%
GS-7	Count	21	20	16	57	
	% within GSLevel	36.8%	35.1%	28.1%	100.0%	
	% within LocateHousing	6.5%	5.3%	5.6%	5.8%	
	% of Total	2.1%	2.0%	1.6%	5.8%	
GS-8	Count	5	3	1	9	
	% within GSLevel	55.6%	33.3%	11.1%	100.0%	
	% within LocateHousing	1.5%	.8%	.4%	.9%	
	% of Total	.5%	.3%	.1%	.9%	
GS-9	Count	66	38	30	134	
	% within GSLevel	49.3%	28.4%	22.4%	100.0%	
	% within LocateHousing	20.3%	10.1%	10.5%	13.6%	
	% of Total	6.7%	3.8%	3.0%	13.6%	
GS-10	Count	1	0	2	3	
	% within GSLevel	33.3%	.0%	66.7%	100.0%	
	% within LocateHousing	.3%	.0%	.7%	.3%	
	% of Total	.1%	.0%	.2%	.3%	
GS-11	Count	46	79	59	184	
	% within GSLevel	25.0%	42.9%	32.1%	100.0%	
	% within LocateHousing	14.2%	20.9%	20.7%	18.6%	
	% of Total	4.7%	8.0%	6.0%	18.6%	
GS-12	Count	84	108	67	259	
	% within GSLevel	32.4%	41.7%	25.9%	100.0%	
	% within LocateHousing	25.8%	28.6%	23.5%	26.2%	
	% of Total	8.5%	10.9%	6.8%	26.2%	

GS-13	Count	45	79	64	188
	% within GSLevel	23.9%	42.0%	34.0%	100.0%
	% within LocateHousing	13.8%	20.9%	22.5%	19.0%
	% of Total	4.6%	8.0%	6.5%	19.0%
GS-14	Count	17	27	35	79
	% within GSLevel	21.5%	34.2%	44.3%	100.0%
	% within LocateHousing	5.2%	7.1%	12.3%	8.0%
	% of Total	1.7%	2.7%	3.5%	8.0%
GS-15	Count	2	2	0	4
	% within GSLevel	50.0%	50.0%	.0%	100.0%
	% within LocateHousing	.6%	.5%	.0%	.4%
	% of Total	.2%	.2%	.0%	.4%
Total	Count	325	378	285	988
	% within GSLevel	32.9%	38.3%	28.8%	100.0%
	% within LocateHousing	100.0%	100.0%	100.0%	100.0%
	% of Total	32.9%	38.3%	28.8%	100.0%

Table 348. Cross-tabulation of the incentive, the agency would provide assistance in finding a job for a significant other, with GS-level pay grade.

GSLevel * SpouseJob Crosstabulation

		SpouseJob			Total	
		Greatly Increase	Slightly Increase	No Effect		
GSLevel	GS-4	Count	5	7	1	13
		% within GSLevel	38.5%	53.8%	7.7%	100.0%
		% within SpouseJob	1.3%	2.9%	.5%	1.6%
		% of Total	.6%	.8%	.1%	1.6%
	GS-5	Count	22	6	2	30
		% within GSLevel	73.3%	20.0%	6.7%	100.0%
		% within SpouseJob	5.9%	2.5%	.9%	3.6%
		% of Total	2.6%	.7%	.2%	3.6%
	GS-6	Count	10	2	4	16
		% within GSLevel	62.5%	12.5%	25.0%	100.0%
		% within SpouseJob	2.7%	.8%	1.8%	1.9%
		% of Total	1.2%	.2%	.5%	1.9%
	GS-7	Count	24	12	8	44
		% within GSLevel	54.5%	27.3%	18.2%	100.0%
		% within SpouseJob	6.4%	4.9%	3.7%	5.3%
		% of Total	2.9%	1.4%	1.0%	5.3%
	GS-8	Count	6	1	2	9
		% within GSLevel	66.7%	11.1%	22.2%	100.0%
		% within SpouseJob	1.6%	.4%	.9%	1.1%
		% of Total	.7%	.1%	.2%	1.1%
	GS-9	Count	57	26	24	107
		% within GSLevel	53.3%	24.3%	22.4%	100.0%
		% within SpouseJob	15.2%	10.7%	11.0%	12.8%
		% of Total	6.8%	3.1%	2.9%	12.8%
	GS-10	Count	1	0	2	3
		% within GSLevel	33.3%	.0%	66.7%	100.0%
		% within SpouseJob	.3%	.0%	.9%	.4%
		% of Total	.1%	.0%	.2%	.4%
	GS-11	Count	76	42	32	150
		% within GSLevel	50.7%	28.0%	21.3%	100.0%
		% within SpouseJob	20.3%	17.2%	14.6%	17.9%
		% of Total	9.1%	5.0%	3.8%	17.9%
	GS-12	Count	96	65	57	218
		% within GSLevel	44.0%	29.8%	26.1%	100.0%
		% within SpouseJob	25.7%	26.6%	26.0%	26.0%
		% of Total	11.5%	7.8%	6.8%	26.0%

GS-13	Count	59	59	53	171
	% within GSLevel	34.5%	34.5%	31.0%	100.0%
	% within SpouseJob	15.8%	24.2%	24.2%	20.4%
	% of Total	7.0%	7.0%	6.3%	20.4%
GS-14	Count	18	23	31	72
	% within GSLevel	25.0%	31.9%	43.1%	100.0%
	% within SpouseJob	4.8%	9.4%	14.2%	8.6%
	% of Total	2.2%	2.7%	3.7%	8.6%
GS-15	Count	0	1	3	4
	% within GSLevel	.0%	25.0%	75.0%	100.0%
	% within SpouseJob	.0%	.4%	1.4%	.5%
	% of Total	.0%	.1%	.4%	.5%
Total	Count	374	244	219	837
	% within GSLevel	44.7%	29.2%	26.2%	100.0%
	% within SpouseJob	100.0%	100.0%	100.0%	100.0%
	% of Total	44.7%	29.2%	26.2%	100.0%

Table 349. Cross-tabulation of the incentive, being able to take a two-week, back-to-the-field assignment each year, with GS-level pay grade.

GSLevel * TwoWeekField Crosstabulation

		TwoWeekField			Total	
		Greatly Increase	Slightly Increase	No Effect		
GSLevel	GS-4	Count	6	6	3	15
		% within GSLevel	40.0%	40.0%	20.0%	100.0%
		% within TwoWeekField	2.4%	2.0%	.7%	1.6%
		% of Total	.6%	.6%	.3%	1.6%
	GS-5	Count	17	10	9	36
		% within GSLevel	47.2%	27.8%	25.0%	100.0%
		% within TwoWeekField	6.7%	3.4%	2.2%	3.8%
		% of Total	1.8%	1.0%	.9%	3.8%
	GS-6	Count	4	6	9	19
		% within GSLevel	21.1%	31.6%	47.4%	100.0%
		% within TwoWeekField	1.6%	2.0%	2.2%	2.0%
		% of Total	.4%	.6%	.9%	2.0%
GS-7	Count	16	15	25	56	
	% within GSLevel	28.6%	26.8%	44.6%	100.0%	
	% within TwoWeekField	6.3%	5.1%	6.1%	5.9%	
	% of Total	1.7%	1.6%	2.6%	5.9%	
GS-8	Count	4	3	1	8	
	% within GSLevel	50.0%	37.5%	12.5%	100.0%	
	% within TwoWeekField	1.6%	1.0%	.2%	.8%	
	% of Total	.4%	.3%	.1%	.8%	
GS-9	Count	50	36	42	128	
	% within GSLevel	39.1%	28.1%	32.8%	100.0%	
	% within TwoWeekField	19.8%	12.2%	10.3%	13.4%	
	% of Total	5.2%	3.8%	4.4%	13.4%	
GS-10	Count	0	0	3	3	
	% within GSLevel	.0%	.0%	100.0%	100.0%	
	% within TwoWeekField	.0%	.0%	.7%	.3%	
	% of Total	.0%	.0%	.3%	.3%	
GS-11	Count	45	69	62	176	
	% within GSLevel	25.6%	39.2%	35.2%	100.0%	
	% within TwoWeekField	17.8%	23.4%	15.2%	18.4%	
	% of Total	4.7%	7.2%	6.5%	18.4%	
GS-12	Count	59	84	108	251	
	% within GSLevel	23.5%	33.5%	43.0%	100.0%	
	% within TwoWeekField	23.3%	28.5%	26.5%	26.3%	
	% of Total	6.2%	8.8%	11.3%	26.3%	

GS-13	Count	34	54	95	183
	% within GSLevel	18.6%	29.5%	51.9%	100.0%
	% within TwoWeekField	13.4%	18.3%	23.3%	19.2%
	% of Total	3.6%	5.7%	9.9%	19.2%
GS-14	Count	16	12	48	76
	% within GSLevel	21.1%	15.8%	63.2%	100.0%
	% within TwoWeekField	6.3%	4.1%	11.8%	8.0%
	% of Total	1.7%	1.3%	5.0%	8.0%
GS-15	Count	2	0	2	4
	% within GSLevel	50.0%	.0%	50.0%	100.0%
	% within TwoWeekField	.8%	.0%	.5%	.4%
	% of Total	.2%	.0%	.2%	.4%
Total	Count	253	295	407	955
	% within GSLevel	26.5%	30.9%	42.6%	100.0%
	% within TwoWeekField	100.0%	100.0%	100.0%	100.0%
	% of Total	26.5%	30.9%	42.6%	100.0%

Table 350. Cross-tabulation of the incentive, being able to return to the region, with GS-level pay grade.

GSLevel * ReturntoRegion Crosstabulation

		ReturntoRegion			Total	
		Greatly Increase	Slightly Increase	No Effect		
GSLevel	GS-4	Count	4	8	2	14
		% within GSLevel	28.6%	57.1%	14.3%	100.0%
		% within ReturntoRegion	1.1%	2.4%	.7%	1.4%
		% of Total	.4%	.8%	.2%	1.4%
	GS-5	Count	22	9	6	37
		% within GSLevel	59.5%	24.3%	16.2%	100.0%
		% within ReturntoRegion	5.9%	2.8%	2.1%	3.8%
		% of Total	2.2%	.9%	.6%	3.8%
	GS-6	Count	9	2	8	19
		% within GSLevel	47.4%	10.5%	42.1%	100.0%
		% within ReturntoRegion	2.4%	.6%	2.8%	1.9%
		% of Total	.9%	.2%	.8%	1.9%
GS-7	Count	15	26	14	55	
	% within GSLevel	27.3%	47.3%	25.5%	100.0%	
	% within ReturntoRegion	4.1%	8.0%	5.0%	5.6%	
	% of Total	1.5%	2.7%	1.4%	5.6%	
GS-8	Count	4	4	1	9	
	% within GSLevel	44.4%	44.4%	11.1%	100.0%	
	% within ReturntoRegion	1.1%	1.2%	.4%	.9%	
	% of Total	.4%	.4%	.1%	.9%	
GS-9	Count	57	39	37	133	
	% within GSLevel	42.9%	29.3%	27.8%	100.0%	
	% within ReturntoRegion	15.4%	11.9%	13.2%	13.6%	
	% of Total	5.8%	4.0%	3.8%	13.6%	
GS-10	Count	0	1	2	3	
	% within GSLevel	.0%	33.3%	66.7%	100.0%	
	% within ReturntoRegion	.0%	.3%	.7%	.3%	
	% of Total	.0%	.1%	.2%	.3%	
GS-11	Count	77	60	45	182	
	% within GSLevel	42.3%	33.0%	24.7%	100.0%	
	% within ReturntoRegion	20.8%	18.3%	16.0%	18.6%	
	% of Total	7.9%	6.1%	4.6%	18.6%	
GS-12	Count	104	83	69	256	
	% within GSLevel	40.6%	32.4%	27.0%	100.0%	
	% within ReturntoRegion	28.1%	25.4%	24.6%	26.2%	
	% of Total	10.6%	8.5%	7.1%	26.2%	

GS-13	Count	52	72	65	189
	% within GSLevel	27.5%	38.1%	34.4%	100.0%
	% within ReturntoRegion	14.1%	22.0%	23.1%	19.3%
	% of Total	5.3%	7.4%	6.6%	19.3%
GS-14	Count	26	21	31	78
	% within GSLevel	33.3%	26.9%	39.7%	100.0%
	% within ReturntoRegion	7.0%	6.4%	11.0%	8.0%
	% of Total	2.7%	2.1%	3.2%	8.0%
GS-15	Count	0	2	1	3
	% within GSLevel	.0%	66.7%	33.3%	100.0%
	% within ReturntoRegion	.0%	.6%	.4%	.3%
	% of Total	.0%	.2%	.1%	.3%
Total	Count	370	327	281	978
	% within GSLevel	37.8%	33.4%	28.7%	100.0%
	% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%
	% of Total	37.8%	33.4%	28.7%	100.0%

Table 351. Cross-tabulation of the incentive, the agency would provide housing for the duration of the assignment, with highest level of job to which the employee aspires.

HighestLevel * ProvideHousing Crosstabulation

			ProvideHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
HighestLevel	Refuge	Count	177	166	176	519
		% within HighestLevel	34.1%	32.0%	33.9%	100.0%
		% within ProvideHousing	47.7%	54.1%	59.9%	53.4%
		% of Total	18.2%	17.1%	18.1%	53.4%
	Regional Office	Count	117	98	82	297
		% within HighestLevel	39.4%	33.0%	27.6%	100.0%
		% within ProvideHousing	31.5%	31.9%	27.9%	30.6%
		% of Total	12.0%	10.1%	8.4%	30.6%
	Washington Office	Count	77	43	36	156
		% within HighestLevel	49.4%	27.6%	23.1%	100.0%
		% within ProvideHousing	20.8%	14.0%	12.2%	16.0%
		% of Total	7.9%	4.4%	3.7%	16.0%
Total	Count	371	307	294	972	
	% within HighestLevel	38.2%	31.6%	30.2%	100.0%	
	% within ProvideHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.2%	31.6%	30.2%	100.0%	

Table 352. Cross-tabulation of the incentive, the agency would provide a housing allowance, with highest level of job to which the employee aspires.

HighestLevel * ProvideAllowance Crosstabulation

			ProvideAllowance			Total
			Greatly Increase	Slightly Increase	No Effect	
HighestLevel	Refuge	Count	235	199	85	519
		% within HighestLevel	45.3%	38.3%	16.4%	100.0%
		% within ProvideAllowance	45.3%	61.2%	64.9%	53.2%
		% of Total	24.1%	20.4%	8.7%	53.2%
	Regional Office	Count	172	92	35	299
		% within HighestLevel	57.5%	30.8%	11.7%	100.0%
		% within ProvideAllowance	33.1%	28.3%	26.7%	30.7%
		% of Total	17.6%	9.4%	3.6%	30.7%
	Washington Office	Count	112	34	11	157
		% within HighestLevel	71.3%	21.7%	7.0%	100.0%
		% within ProvideAllowance	21.6%	10.5%	8.4%	16.1%
		% of Total	11.5%	3.5%	1.1%	16.1%
Total	Count	519	325	131	975	
	% within HighestLevel	53.2%	33.3%	13.4%	100.0%	
	% within ProvideAllowance	100.0%	100.0%	100.0%	100.0%	
	% of Total	53.2%	33.3%	13.4%	100.0%	

Table 353. Cross-tabulation of the incentive, the agency would provide a cash relocation incentive, with highest level of job to which the employee aspires.

HighestLevel * ProvideCash Crosstabulation

			ProvideCash			Total
			Greatly Increase	Slightly Increase	No Effect	
HighestLevel	Refuge	Count	240	191	92	523
		% within HighestLevel	45.9%	36.5%	17.6%	100.0%
		% within ProvideCash	46.7%	58.1%	68.1%	53.5%
		% of Total	24.5%	19.5%	9.4%	53.5%
	Regional Office	Count	161	105	33	299
		% within HighestLevel	53.8%	35.1%	11.0%	100.0%
		% within ProvideCash	31.3%	31.9%	24.4%	30.6%
		% of Total	16.5%	10.7%	3.4%	30.6%
	Washington Office	Count	113	33	10	156
		% within HighestLevel	72.4%	21.2%	6.4%	100.0%
		% within ProvideCash	22.0%	10.0%	7.4%	16.0%
		% of Total	11.6%	3.4%	1.0%	16.0%
Total	Count	514	329	135	978	
	% within HighestLevel	52.6%	33.6%	13.8%	100.0%	
	% within ProvideCash	100.0%	100.0%	100.0%	100.0%	
	% of Total	52.6%	33.6%	13.8%	100.0%	

Table 354. Cross-tabulation of the incentive, the agency would provide assistance in locating housing, with highest level of job to which the employee aspires.

HighestLevel * LocateHousing Crosstabulation

			LocateHousing			Total
			Greatly Increase	Slightly Increase	No Effect	
HighestLevel	Refuge	Count	149	208	161	518
		% within HighestLevel	28.8%	40.2%	31.1%	100.0%
		% within LocateHousing	45.4%	55.5%	60.1%	53.3%
		% of Total	15.3%	21.4%	16.6%	53.3%
	Regional Office	Count	107	118	72	297
		% within HighestLevel	36.0%	39.7%	24.2%	100.0%
		% within LocateHousing	32.6%	31.5%	26.9%	30.6%
		% of Total	11.0%	12.2%	7.4%	30.6%
	Washington Office	Count	72	49	35	156
		% within HighestLevel	46.2%	31.4%	22.4%	100.0%
		% within LocateHousing	22.0%	13.1%	13.1%	16.1%
		% of Total	7.4%	5.0%	3.6%	16.1%
Total	Count	328	375	268	971	
	% within HighestLevel	33.8%	38.6%	27.6%	100.0%	
	% within LocateHousing	100.0%	100.0%	100.0%	100.0%	
	% of Total	33.8%	38.6%	27.6%	100.0%	

Table 355. Cross-tabulation of the incentive, the agency would provide assistance in finding a job for a significant other, with highest level of job to which the employee aspires.

HighestLevel * SpouseJob Crosstabulation

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
HighestLevel	Refuge	Count	192	136	116	444
		% within HighestLevel	43.2%	30.6%	26.1%	100.0%
		% within SpouseJob	51.6%	55.5%	57.7%	54.3%
		% of Total	23.5%	16.6%	14.2%	54.3%
	Regional Office	Count	117	77	52	246
		% within HighestLevel	47.6%	31.3%	21.1%	100.0%
		% within SpouseJob	31.5%	31.4%	25.9%	30.1%
		% of Total	14.3%	9.4%	6.4%	30.1%
	Washington Office	Count	63	32	33	128
		% within HighestLevel	49.2%	25.0%	25.8%	100.0%
		% within SpouseJob	16.9%	13.1%	16.4%	15.6%
		% of Total	7.7%	3.9%	4.0%	15.6%
Total	Count	372	245	201	818	
	% within HighestLevel	45.5%	30.0%	24.6%	100.0%	
	% within SpouseJob	100.0%	100.0%	100.0%	100.0%	
	% of Total	45.5%	30.0%	24.6%	100.0%	

Table 356. Cross-tabulation of the incentive, being able to take a two-week, back-to-the-field assignment each year, with highest level of job to which the employee aspires.

HighestLevel * TwoWeekField Crosstabulation

			TwoWeekField			Total
			Greatly Increase	Slightly Increase	No Effect	
HighestLevel	Refuge	Count	102	166	231	499
		% within HighestLevel	20.4%	33.3%	46.3%	100.0%
		% within TwoWeekField	40.6%	56.5%	58.9%	53.3%
		% of Total	10.9%	17.7%	24.7%	53.3%
	Regional Office	Count	89	90	104	283
		% within HighestLevel	31.4%	31.8%	36.7%	100.0%
		% within TwoWeekField	35.5%	30.6%	26.5%	30.2%
		% of Total	9.5%	9.6%	11.1%	30.2%
	Washington Office	Count	60	38	57	155
		% within HighestLevel	38.7%	24.5%	36.8%	100.0%
		% within TwoWeekField	23.9%	12.9%	14.5%	16.5%
		% of Total	6.4%	4.1%	6.1%	16.5%
Total	Count	251	294	392	937	
	% within HighestLevel	26.8%	31.4%	41.8%	100.0%	
	% within TwoWeekField	100.0%	100.0%	100.0%	100.0%	
	% of Total	26.8%	31.4%	41.8%	100.0%	

Table 357. Cross-tabulation of the incentive, being able to return to the region, with highest level of job to which the employee aspires.

HighestLevel * ReturntoRegion Crosstabulation

			ReturntoRegion			Total
			Greatly Increase	Slightly Increase	No Effect	
HighestLevel	Refuge	Count	176	175	162	513
		% within HighestLevel	34.3%	34.1%	31.6%	100.0%
		% within ReturntoRegion	47.8%	54.2%	60.7%	53.5%
		% of Total	18.4%	18.3%	16.9%	53.5%
	Regional Office	Count	123	97	75	295
		% within HighestLevel	41.7%	32.9%	25.4%	100.0%
		% within ReturntoRegion	33.4%	30.0%	28.1%	30.8%
		% of Total	12.8%	10.1%	7.8%	30.8%
	Washington Office	Count	69	51	30	150
		% within HighestLevel	46.0%	34.0%	20.0%	100.0%
		% within ReturntoRegion	18.8%	15.8%	11.2%	15.7%
		% of Total	7.2%	5.3%	3.1%	15.7%
Total	Count	368	323	267	958	
	% within HighestLevel	38.4%	33.7%	27.9%	100.0%	
	% within ReturntoRegion	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.4%	33.7%	27.9%	100.0%	

Table 358. Cross-tabulation of the incentive, the agency would provide assistance in finding a job for a significant other, with gender.

			SpouseJob			Total
			Greatly Increase	Slightly Increase	No Effect	
Gender	Male	Count	223	184	159	566
		% within Gender	39.4%	32.5%	28.1%	100.0%
		% within SpouseJob	57.3%	73.9%	73.3%	66.2%
		% of Total	26.1%	21.5%	18.6%	66.2%
	Female	Count	166	65	58	289
		% within Gender	57.4%	22.5%	20.1%	100.0%
		% within SpouseJob	42.7%	26.1%	26.7%	33.8%
		% of Total	19.4%	7.6%	6.8%	33.8%
Total		Count	389	249	217	855
		% within Gender	45.5%	29.1%	25.4%	100.0%
		% within SpouseJob	100.0%	100.0%	100.0%	100.0%
		% of Total	45.5%	29.1%	25.4%	100.0%

Table 359. Number and percent of employees who felt that short-term details of 1 to 3 months would or would not be effective in improving and encouraging leadership development.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	374	35.0	35.1	35.1
	Somewhat Effective	480	44.9	45.0	80.1
	Not Sure	107	10.0	10.0	90.2
	Somewhat Ineffective	64	6.0	6.0	96.2
	Not at all Effective	41	3.8	3.8	100.0
	Total	1066	99.7	100.0	
Missing	System	3	.3		
Total		1069	100.0		

Table 360. Number and percent of employees who felt that long-term details of 12 months would or would not be effective in improving and encouraging leadership development.

		LongDetail			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	286	26.8	26.9	26.9
	Somewhat Effective	405	37.9	38.0	64.9
	Not Sure	226	21.1	21.2	86.1
	Somewhat Ineffective	92	8.6	8.6	94.7
	Not at all Effective	56	5.2	5.3	100.0
	Total	1065	99.6	100.0	
Missing	System	4	.4		
Total		1069	100.0		

Table 361. Number and percent of employees who felt that establishing additional regional and national leadership positions at locations outside of major urban areas would or would not be effective in improving and encouraging leadership development.

		Decentralize			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	479	44.8	45.1	45.1
	Somewhat Effective	388	36.3	36.5	81.6
	Not Sure	150	14.0	14.1	95.7
	Somewhat Ineffective	26	2.4	2.4	98.1
	Not at all Effective	20	1.9	1.9	100.0
	Total	1063	99.4	100.0	
Missing	System	6	.6		
Total		1069	100.0		

Table 362. Cross-tabulation of short-term details of 1 to 3 months to improve and encourage leadership development with willingness to relocate to achieve the employee’s ultimate career goal.

ShortDetail * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
ShortDetail	Very Effective	Count	75	104	90	38	19	46	372
		% within ShortDetail	20.2%	28.0%	24.2%	10.2%	5.1%	12.4%	100.0%
		% within WillingtoReloc	35.0%	34.8%	32.1%	30.9%	47.5%	43.0%	35.0%
		% of Total	7.1%	9.8%	8.5%	3.6%	1.8%	4.3%	35.0%
	Somewhat Effective	Count	90	142	133	59	16	40	480
		% within ShortDetail	18.8%	29.6%	27.7%	12.3%	3.3%	8.3%	100.0%
		% within WillingtoReloc	42.1%	47.5%	47.5%	48.0%	40.0%	37.4%	45.2%
		% of Total	8.5%	13.4%	12.5%	5.6%	1.5%	3.8%	45.2%
	Not Sure	Count	30	23	28	13	4	8	106
		% within ShortDetail	28.3%	21.7%	26.4%	12.3%	3.8%	7.5%	100.0%
		% within WillingtoReloc	14.0%	7.7%	10.0%	10.6%	10.0%	7.5%	10.0%
		% of Total	2.8%	2.2%	2.6%	1.2%	.4%	.8%	10.0%
Somewhat Ineffective	Count	12	17	20	8	1	6	64	
	% within ShortDetail	18.8%	26.6%	31.3%	12.5%	1.6%	9.4%	100.0%	
	% within WillingtoReloc	5.6%	5.7%	7.1%	6.5%	2.5%	5.6%	6.0%	
	% of Total	1.1%	1.6%	1.9%	.8%	.1%	.6%	6.0%	
Not at all Effective	Count	7	13	9	5	0	7	41	
	% within ShortDetail	17.1%	31.7%	22.0%	12.2%	.0%	17.1%	100.0%	
	% within WillingtoReloc	3.3%	4.3%	3.2%	4.1%	.0%	6.5%	3.9%	
	% of Total	.7%	1.2%	.8%	.5%	.0%	.7%	3.9%	
Total	Count	214	299	280	123	40	107	1063	
	% within ShortDetail	20.1%	28.1%	26.3%	11.6%	3.8%	10.1%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	20.1%	28.1%	26.3%	11.6%	3.8%	10.1%	100.0%	

Table 363. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with willingness to relocate to achieve the employee’s ultimate career goal.

LongDetail * WillingtoReloc Crosstabulation

			WillingtoReloc						Total
			Zero	1	2	3	4	5 or More	
LongDetail	Very Effective	Count	33	68	73	35	21	55	285
		% within LongDetail	11.6%	23.9%	25.6%	12.3%	7.4%	19.3%	100.0%
		% within WillingtoReloc	15.4%	22.7%	26.1%	28.5%	52.5%	51.9%	26.8%
		% of Total	3.1%	6.4%	6.9%	3.3%	2.0%	5.2%	26.8%
	Somewhat Effective	Count	92	115	104	50	9	34	404
		% within LongDetail	22.8%	28.5%	25.7%	12.4%	2.2%	8.4%	100.0%
		% within WillingtoReloc	43.0%	38.5%	37.1%	40.7%	22.5%	32.1%	38.0%
		% of Total	8.7%	10.8%	9.8%	4.7%	.8%	3.2%	38.0%
	Not Sure	Count	54	65	62	24	7	13	225
		% within LongDetail	24.0%	28.9%	27.6%	10.7%	3.1%	5.8%	100.0%
		% within WillingtoReloc	25.2%	21.7%	22.1%	19.5%	17.5%	12.3%	21.2%
		% of Total	5.1%	6.1%	5.8%	2.3%	.7%	1.2%	21.2%
Somewhat Ineffective	Count	22	26	30	10	3	1	92	
	% within LongDetail	23.9%	28.3%	32.6%	10.9%	3.3%	1.1%	100.0%	
	% within WillingtoReloc	10.3%	8.7%	10.7%	8.1%	7.5%	.9%	8.7%	
	% of Total	2.1%	2.4%	2.8%	.9%	.3%	.1%	8.7%	
Not at all Effective	Count	13	25	11	4	0	3	56	
	% within LongDetail	23.2%	44.6%	19.6%	7.1%	.0%	5.4%	100.0%	
	% within WillingtoReloc	6.1%	8.4%	3.9%	3.3%	.0%	2.8%	5.3%	
	% of Total	1.2%	2.4%	1.0%	.4%	.0%	.3%	5.3%	
Total	Count	214	299	280	123	40	106	1062	
	% within LongDetail	20.2%	28.2%	26.4%	11.6%	3.8%	10.0%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	20.2%	28.2%	26.4%	11.6%	3.8%	10.0%	100.0%	

Table 364. Cross-tabulation of establishing additional regional and national leadership positions at locations outside of major urban areas to improve and encourage leadership development with willingness to relocate to achieve the employee’s ultimate career goal.

Decentralize * WillingtoReloc Crosstabulation

			WillingtoReloc					Total	
			Zero	1	2	3	4		5 or More
Decentralize	Very Effective	Count	64	132	133	66	22	60	477
		% within Decentralize	13.4%	27.7%	27.9%	13.8%	4.6%	12.6%	100.0%
		% within WillingtoReloc	30.3%	44.1%	47.5%	53.7%	55.0%	56.1%	45.0%
		% of Total	6.0%	12.5%	12.5%	6.2%	2.1%	5.7%	45.0%
	Somewhat Effective	Count	95	118	102	37	12	24	388
		% within Decentralize	24.5%	30.4%	26.3%	9.5%	3.1%	6.2%	100.0%
		% within WillingtoReloc	45.0%	39.5%	36.4%	30.1%	30.0%	22.4%	36.6%
		% of Total	9.0%	11.1%	9.6%	3.5%	1.1%	2.3%	36.6%
	Not Sure	Count	42	39	35	16	5	13	150
		% within Decentralize	28.0%	26.0%	23.3%	10.7%	3.3%	8.7%	100.0%
		% within WillingtoReloc	19.9%	13.0%	12.5%	13.0%	12.5%	12.1%	14.2%
		% of Total	4.0%	3.7%	3.3%	1.5%	.5%	1.2%	14.2%
Somewhat Ineffective	Count	7	3	7	2	1	6	26	
	% within Decentralize	26.9%	11.5%	26.9%	7.7%	3.8%	23.1%	100.0%	
	% within WillingtoReloc	3.3%	1.0%	2.5%	1.6%	2.5%	5.6%	2.5%	
	% of Total	.7%	.3%	.7%	.2%	.1%	.6%	2.5%	
Not at all Effective	Count	3	7	3	2	0	4	19	
	% within Decentralize	15.8%	36.8%	15.8%	10.5%	.0%	21.1%	100.0%	
	% within WillingtoReloc	1.4%	2.3%	1.1%	1.6%	.0%	3.7%	1.8%	
	% of Total	.3%	.7%	.3%	.2%	.0%	.4%	1.8%	
Total	Count	211	299	280	123	40	107	1060	
	% within Decentralize	19.9%	28.2%	26.4%	11.6%	3.8%	10.1%	100.0%	
	% within WillingtoReloc	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	19.9%	28.2%	26.4%	11.6%	3.8%	10.1%	100.0%	

Table 365. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with participation in the Advanced Leadership Development Program.

LongDetail * PartALDP Crosstabulation

			PartALDP		Total
			Yes	No	
LongDetail	Very Effective	Count	22	247	269
		% within LongDetail	8.2%	91.8%	100.0%
		% within PartALDP	57.9%	25.1%	26.3%
		% of Total	2.2%	24.2%	26.3%
	Somewhat Effective	Count	9	385	394
		% within LongDetail	2.3%	97.7%	100.0%
		% within PartALDP	23.7%	39.2%	38.6%
		% of Total	.9%	37.7%	38.6%
	Not Sure	Count	5	209	214
		% within LongDetail	2.3%	97.7%	100.0%
		% within PartALDP	13.2%	21.3%	21.0%
		% of Total	.5%	20.5%	21.0%
	Somewhat Ineffective	Count	2	86	88
		% within LongDetail	2.3%	97.7%	100.0%
		% within PartALDP	5.3%	8.7%	8.6%
		% of Total	.2%	8.4%	8.6%
Not at all Effective	Count	0	56	56	
	% within LongDetail	.0%	100.0%	100.0%	
	% within PartALDP	.0%	5.7%	5.5%	
	% of Total	.0%	5.5%	5.5%	
Total	Count	38	983	1021	
	% within LongDetail	3.7%	96.3%	100.0%	
	% within PartALDP	100.0%	100.0%	100.0%	
	% of Total	3.7%	96.3%	100.0%	

Table 366. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with application to the Advanced Leadership Development Program.

LongDetail * ApplyALDP Crosstabulation

			ApplyALDP		Total
			Yes	No	
LongDetail	Very Effective	Count	27	246	273
		% within LongDetail	9.9%	90.1%	100.0%
		% within ApplyALDP	46.6%	25.3%	26.5%
		% of Total	2.6%	23.9%	26.5%
	Somewhat Effective	Count	20	374	394
		% within LongDetail	5.1%	94.9%	100.0%
		% within ApplyALDP	34.5%	38.4%	38.2%
		% of Total	1.9%	36.3%	38.2%
	Not Sure	Count	7	216	223
		% within LongDetail	3.1%	96.9%	100.0%
		% within ApplyALDP	12.1%	22.2%	21.6%
		% of Total	.7%	21.0%	21.6%
	Somewhat Ineffective	Count	3	82	85
		% within LongDetail	3.5%	96.5%	100.0%
		% within ApplyALDP	5.2%	8.4%	8.2%
		% of Total	.3%	8.0%	8.2%
	Not at all Effective	Count	1	55	56
		% within LongDetail	1.8%	98.2%	100.0%
		% within ApplyALDP	1.7%	5.7%	5.4%
		% of Total	.1%	5.3%	5.4%
Total	Count	58	973	1031	
	% within LongDetail	5.6%	94.4%	100.0%	
	% within ApplyALDP	100.0%	100.0%	100.0%	
	% of Total	5.6%	94.4%	100.0%	

Table 367. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with participation in the Advanced Leadership Development Program.

Decentralize * PartSUTL Crosstabulation

			PartSUTL		Total
			Yes	No	
Decentralize	Very Effective	Count	43	415	458
		% within Decentralize	9.4%	90.6%	100.0%
		% within PartSUTL	49.4%	44.5%	44.9%
		% of Total	4.2%	40.7%	44.9%
	Somewhat Effective	Count	37	330	367
		% within Decentralize	10.1%	89.9%	100.0%
		% within PartSUTL	42.5%	35.4%	36.0%
		% of Total	3.6%	32.4%	36.0%
	Not Sure	Count	2	146	148
		% within Decentralize	1.4%	98.6%	100.0%
		% within PartSUTL	2.3%	15.7%	14.5%
		% of Total	.2%	14.3%	14.5%
	Somewhat Ineffective	Count	2	24	26
		% within Decentralize	7.7%	92.3%	100.0%
		% within PartSUTL	2.3%	2.6%	2.6%
		% of Total	.2%	2.4%	2.6%
	Not at all Effective	Count	3	17	20
		% within Decentralize	15.0%	85.0%	100.0%
		% within PartSUTL	3.4%	1.8%	2.0%
		% of Total	.3%	1.7%	2.0%
Total	Count	87	932	1019	
	% within Decentralize	8.5%	91.5%	100.0%	
	% within PartSUTL	100.0%	100.0%	100.0%	
	% of Total	8.5%	91.5%	100.0%	

Table 368. Cross-tabulation of establishing additional regional and national leadership positions at locations outside of major urban areas to improve and encourage leadership development with application to the Stepping Up to Leadership program.

Decentralize * ApplySUTL Crosstabulation

			ApplySUTL		Total
			Yes	No	
Decentralize	Very Effective	Count	106	364	470
		% within Decentralize	22.6%	77.4%	100.0%
		% within ApplySUTL	53.8%	43.1%	45.1%
		% of Total	10.2%	34.9%	45.1%
	Somewhat Effective	Count	70	310	380
		% within Decentralize	18.4%	81.6%	100.0%
		% within ApplySUTL	35.5%	36.7%	36.5%
		% of Total	6.7%	29.8%	36.5%
	Not Sure	Count	11	136	147
		% within Decentralize	7.5%	92.5%	100.0%
		% within ApplySUTL	5.6%	16.1%	14.1%
		% of Total	1.1%	13.1%	14.1%
	Somewhat Ineffective	Count	5	20	25
		% within Decentralize	20.0%	80.0%	100.0%
		% within ApplySUTL	2.5%	2.4%	2.4%
		% of Total	.5%	1.9%	2.4%
	Not at all Effective	Count	5	15	20
		% within Decentralize	25.0%	75.0%	100.0%
		% within ApplySUTL	2.5%	1.8%	1.9%
		% of Total	.5%	1.4%	1.9%
Total	Count	197	845	1042	
	% within Decentralize	18.9%	81.1%	100.0%	
	% within ApplySUTL	100.0%	100.0%	100.0%	
	% of Total	18.9%	81.1%	100.0%	

Table 369. Cross-tabulation of short-term details of 1 to 3 months to improve and encourage leadership development with years of service in the NWRS.

ShortDetail * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
ShortDetail	Very Effective	Count	173	141	58	372
		% within ShortDetail	46.5%	37.9%	15.6%	100.0%
		% within YearsNWRSGroups	42.5%	34.6%	23.2%	35.0%
		% of Total	16.3%	13.3%	5.5%	35.0%
	Somewhat Effective	Count	153	196	131	480
		% within ShortDetail	31.9%	40.8%	27.3%	100.0%
		% within YearsNWRSGroups	37.6%	48.2%	52.4%	45.1%
		% of Total	14.4%	18.4%	12.3%	45.1%
	Not Sure	Count	46	36	25	107
		% within ShortDetail	43.0%	33.6%	23.4%	100.0%
		% within YearsNWRSGroups	11.3%	8.8%	10.0%	10.1%
		% of Total	4.3%	3.4%	2.3%	10.1%
Somewhat Ineffective	Count	26	19	19	64	
	% within ShortDetail	40.6%	29.7%	29.7%	100.0%	
	% within YearsNWRSGroups	6.4%	4.7%	7.6%	6.0%	
	% of Total	2.4%	1.8%	1.8%	6.0%	
Not at all Effective	Count	9	15	17	41	
	% within ShortDetail	22.0%	36.6%	41.5%	100.0%	
	% within YearsNWRSGroups	2.2%	3.7%	6.8%	3.9%	
	% of Total	.8%	1.4%	1.6%	3.9%	
Total	Count	407	407	250	1064	
	% within ShortDetail	38.3%	38.3%	23.5%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.3%	38.3%	23.5%	100.0%	

Table 370. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with years of service in the NWRS.

LongDetail * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
LongDetail	Very Effective	Count	129	105	52	286
		% within LongDetail	45.1%	36.7%	18.2%	100.0%
		% within YearsNWRSGroups	31.8%	25.8%	20.8%	26.9%
		% of Total	12.1%	9.9%	4.9%	26.9%
	Somewhat Effective	Count	139	159	107	405
		% within LongDetail	34.3%	39.3%	26.4%	100.0%
		% within YearsNWRSGroups	34.2%	39.1%	42.8%	38.1%
		% of Total	13.1%	15.0%	10.1%	38.1%
	Not Sure	Count	90	86	49	225
		% within LongDetail	40.0%	38.2%	21.8%	100.0%
		% within YearsNWRSGroups	22.2%	21.1%	19.6%	21.2%
		% of Total	8.5%	8.1%	4.6%	21.2%
Somewhat Ineffective	Count	34	36	21	91	
	% within LongDetail	37.4%	39.6%	23.1%	100.0%	
	% within YearsNWRSGroups	8.4%	8.8%	8.4%	8.6%	
	% of Total	3.2%	3.4%	2.0%	8.6%	
Not at all Effective	Count	14	21	21	56	
	% within LongDetail	25.0%	37.5%	37.5%	100.0%	
	% within YearsNWRSGroups	3.4%	5.2%	8.4%	5.3%	
	% of Total	1.3%	2.0%	2.0%	5.3%	
Total	Count	406	407	250	1063	
	% within LongDetail	38.2%	38.3%	23.5%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.2%	38.3%	23.5%	100.0%	

Table 371. Cross-tabulation of establishing additional regional and national leadership positions at locations outside of major urban areas to improve and encourage leadership development with years of service in the NWRS.

Decentralize * YearsNWRSGroups Crosstabulation

			YearsNWRSGroups			Total
			< 10 Years	10-19 Years	>=20 Years	
Decentralize	Very Effective	Count	200	198	81	479
		% within Decentralize	41.8%	41.3%	16.9%	100.0%
		% within YearsNWRSGroups	49.3%	48.8%	32.5%	45.1%
		% of Total	18.9%	18.7%	7.6%	45.1%
	Somewhat Effective	Count	123	149	115	387
		% within Decentralize	31.8%	38.5%	29.7%	100.0%
		% within YearsNWRSGroups	30.3%	36.7%	46.2%	36.5%
		% of Total	11.6%	14.0%	10.8%	36.5%
	Not Sure	Count	70	44	35	149
		% within Decentralize	47.0%	29.5%	23.5%	100.0%
		% within YearsNWRSGroups	17.2%	10.8%	14.1%	14.0%
		% of Total	6.6%	4.1%	3.3%	14.0%
Somewhat Ineffective	Count	7	7	12	26	
	% within Decentralize	26.9%	26.9%	46.2%	100.0%	
	% within YearsNWRSGroups	1.7%	1.7%	4.8%	2.5%	
	% of Total	.7%	.7%	1.1%	2.5%	
Not at all Effective	Count	6	8	6	20	
	% within Decentralize	30.0%	40.0%	30.0%	100.0%	
	% within YearsNWRSGroups	1.5%	2.0%	2.4%	1.9%	
	% of Total	.6%	.8%	.6%	1.9%	
Total	Count	406	406	249	1061	
	% within Decentralize	38.3%	38.3%	23.5%	100.0%	
	% within YearsNWRSGroups	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.3%	38.3%	23.5%	100.0%	

Table 372. Cross-tabulation of short-term details of 1 to 3 months to improve and encourage leadership development with gender.

ShortDetail * Gender Crosstabulation

			Gender		Total
			Male	Female	
ShortDetail	Very Effective	Count	203	165	368
		% within ShortDetail	55.2%	44.8%	100.0%
		% within Gender	30.9%	42.1%	35.1%
		% of Total	19.4%	15.7%	35.1%
	Somewhat Effective	Count	309	164	473
		% within ShortDetail	65.3%	34.7%	100.0%
		% within Gender	47.1%	41.8%	45.1%
		% of Total	29.5%	15.6%	45.1%
	Not Sure	Count	73	30	103
		% within ShortDetail	70.9%	29.1%	100.0%
		% within Gender	11.1%	7.7%	9.8%
		% of Total	7.0%	2.9%	9.8%
	Somewhat Ineffective	Count	40	24	64
		% within ShortDetail	62.5%	37.5%	100.0%
		% within Gender	6.1%	6.1%	6.1%
		% of Total	3.8%	2.3%	6.1%
Not at all Effective	Count	31	9	40	
	% within ShortDetail	77.5%	22.5%	100.0%	
	% within Gender	4.7%	2.3%	3.8%	
	% of Total	3.0%	.9%	3.8%	
Total	Count	656	392	1048	
	% within ShortDetail	62.6%	37.4%	100.0%	
	% within Gender	100.0%	100.0%	100.0%	
	% of Total	62.6%	37.4%	100.0%	

Table 373. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with gender.

LongDetail * Gender Crosstabulation

			Gender		Total
			Male	Female	
LongDetail	Very Effective	Count	160	122	282
		% within LongDetail	56.7%	43.3%	100.0%
		% within Gender	24.4%	31.2%	26.9%
		% of Total	15.3%	11.7%	26.9%
	Somewhat Effective	Count	263	133	396
		% within LongDetail	66.4%	33.6%	100.0%
		% within Gender	40.1%	34.0%	37.8%
		% of Total	25.1%	12.7%	37.8%
	Not Sure	Count	134	88	222
		% within LongDetail	60.4%	39.6%	100.0%
		% within Gender	20.4%	22.5%	21.2%
		% of Total	12.8%	8.4%	21.2%
	Somewhat Ineffective	Count	61	30	91
		% within LongDetail	67.0%	33.0%	100.0%
		% within Gender	9.3%	7.7%	8.7%
		% of Total	5.8%	2.9%	8.7%
Not at all Effective	Count	38	18	56	
	% within LongDetail	67.9%	32.1%	100.0%	
	% within Gender	5.8%	4.6%	5.3%	
	% of Total	3.6%	1.7%	5.3%	
Total	Count	656	391	1047	
	% within LongDetail	62.7%	37.3%	100.0%	
	% within Gender	100.0%	100.0%	100.0%	
	% of Total	62.7%	37.3%	100.0%	

Table 374. Cross-tabulation of establishing additional regional and national leadership positions at locations outside of major urban areas to improve and encourage leadership development with gender.

Decentralize * Gender Crosstabulation

			Gender		Total
			Male	Female	
Decentralize	Very Effective	Count	289	186	475
		% within Decentralize	60.8%	39.2%	100.0%
		% within Gender	44.1%	47.7%	45.5%
		% of Total	27.7%	17.8%	45.5%
	Somewhat Effective	Count	250	128	378
		% within Decentralize	66.1%	33.9%	100.0%
		% within Gender	38.2%	32.8%	36.2%
		% of Total	23.9%	12.2%	36.2%
	Not Sure	Count	83	64	147
		% within Decentralize	56.5%	43.5%	100.0%
		% within Gender	12.7%	16.4%	14.1%
		% of Total	7.9%	6.1%	14.1%
	Somewhat Ineffective	Count	18	8	26
		% within Decentralize	69.2%	30.8%	100.0%
		% within Gender	2.7%	2.1%	2.5%
		% of Total	1.7%	.8%	2.5%
	Not at all Effective	Count	15	4	19
		% within Decentralize	78.9%	21.1%	100.0%
		% within Gender	2.3%	1.0%	1.8%
		% of Total	1.4%	.4%	1.8%
Total	Count	655	390	1045	
	% within Decentralize	62.7%	37.3%	100.0%	
	% within Gender	100.0%	100.0%	100.0%	
	% of Total	62.7%	37.3%	100.0%	

Table 375. Cross-tabulation of short-term details of 1 to 3 months to improve and encourage leadership development with occupational series.

OccSeries * ShortDetail Crosstabulation

			ShortDetail					Total
			Very Effective	Somewhat Effective	Not Sure	Somewhat Ineffective	Not at all Effective	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	34	25	10	5	2	76
		% within OccSeries	44.7%	32.9%	13.2%	6.6%	2.6%	100.0%
		% within ShortDetail	9.3%	5.3%	9.6%	7.8%	5.0%	7.3%
		% of Total	3.2%	2.4%	1.0%	.5%	.2%	7.3%
	Law Enforcement Park Ranger	Count	11	22	3	3	2	41
		% within OccSeries	26.8%	53.7%	7.3%	7.3%	4.9%	100.0%
		% within ShortDetail	3.0%	4.6%	2.9%	4.7%	5.0%	3.9%
		% of Total	1.1%	2.1%	.3%	.3%	.2%	3.9%
	General Administration	Count	51	33	13	4	2	103
		% within OccSeries	49.5%	32.0%	12.6%	3.9%	1.9%	100.0%
		% within ShortDetail	14.0%	6.9%	12.5%	6.3%	5.0%	9.8%
		% of Total	4.9%	3.2%	1.2%	.4%	.2%	9.8%
	Forestry Technician	Count	7	16	2	1	0	26
		% within OccSeries	26.9%	61.5%	7.7%	3.8%	.0%	100.0%
		% within ShortDetail	1.9%	3.4%	1.9%	1.6%	.0%	2.5%
		% of Total	.7%	1.5%	.2%	.1%	.0%	2.5%
	F&W Administrator/Refuge Mgr	Count	95	175	39	20	20	349
		% within OccSeries	27.2%	50.1%	11.2%	5.7%	5.7%	100.0%
		% within ShortDetail	26.1%	36.8%	37.5%	31.3%	50.0%	33.3%
		% of Total	9.1%	16.7%	3.7%	1.9%	1.9%	33.3%
	Wildlife Biologist	Count	50	83	12	11	4	160
		% within OccSeries	31.3%	51.9%	7.5%	6.9%	2.5%	100.0%
		% within ShortDetail	13.7%	17.5%	11.5%	17.2%	10.0%	15.3%
		% of Total	4.8%	7.9%	1.1%	1.1%	.4%	15.3%

Other Biological Scientist	Count	57	56	6	12	5	136
	% within OccSeries	41.9%	41.2%	4.4%	8.8%	3.7%	100.0%
	% within ShortDetail	15.7%	11.8%	5.8%	18.8%	12.5%	13.0%
	% of Total	5.4%	5.3%	.6%	1.1%	.5%	13.0%
Realty	Count	8	8	5	2	0	23
	% within OccSeries	34.8%	34.8%	21.7%	8.7%	.0%	100.0%
	% within ShortDetail	2.2%	1.7%	4.8%	3.1%	.0%	2.2%
	% of Total	.8%	.8%	.5%	.2%	.0%	2.2%
General Maintenance	Count	14	10	6	3	0	33
	% within OccSeries	42.4%	30.3%	18.2%	9.1%	.0%	100.0%
	% within ShortDetail	3.8%	2.1%	5.8%	4.7%	.0%	3.2%
	% of Total	1.3%	1.0%	.6%	.3%	.0%	3.2%
Other	Count	37	47	8	3	5	100
	% within OccSeries	37.0%	47.0%	8.0%	3.0%	5.0%	100.0%
	% within ShortDetail	10.2%	9.9%	7.7%	4.7%	12.5%	9.6%
	% of Total	3.5%	4.5%	.8%	.3%	.5%	9.6%
Total	Count	364	475	104	64	40	1047
	% within OccSeries	34.8%	45.4%	9.9%	6.1%	3.8%	100.0%
	% within ShortDetail	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	34.8%	45.4%	9.9%	6.1%	3.8%	100.0%

Table 376. Cross-tabulation of long-term details of 12 months to improve and encourage leadership development with occupational series.

OccSeries * LongDetail Crosstabulation

			LongDetail					Total
			Very Effective	Somewhat Effective	Not Sure	Somewhat Ineffective	Not at all Effective	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	27	25	17	3	4	76
		% within OccSeries	35.5%	32.9%	22.4%	3.9%	5.3%	100.0%
		% within LongDetail	9.6%	6.3%	7.7%	3.4%	7.1%	7.3%
		% of Total	2.6%	2.4%	1.6%	.3%	.4%	7.3%
	Law Enforcement Park Ranger	Count	8	16	9	2	6	41
		% within OccSeries	19.5%	39.0%	22.0%	4.9%	14.6%	100.0%
		% within LongDetail	2.8%	4.0%	4.1%	2.2%	10.7%	3.9%
		% of Total	.8%	1.5%	.9%	.2%	.6%	3.9%
	General Administration	Count	33	40	24	5	1	103
		% within OccSeries	32.0%	38.8%	23.3%	4.9%	1.0%	100.0%
		% within LongDetail	11.7%	10.1%	10.8%	5.6%	1.8%	9.8%
		% of Total	3.2%	3.8%	2.3%	.5%	.1%	9.8%
	Forestry Technician	Count	8	11	6	1	0	26
		% within OccSeries	30.8%	42.3%	23.1%	3.8%	.0%	100.0%
		% within LongDetail	2.8%	2.8%	2.7%	1.1%	.0%	2.5%
		% of Total	.8%	1.1%	.6%	.1%	.0%	2.5%
	F&W Administrator/Refuge Mgr	Count	80	140	73	37	19	349
		% within OccSeries	22.9%	40.1%	20.9%	10.6%	5.4%	100.0%
		% within LongDetail	28.5%	35.2%	32.9%	41.6%	33.9%	33.4%
		% of Total	7.6%	13.4%	7.0%	3.5%	1.8%	33.4%
	Wildlife Biologist	Count	35	59	32	18	16	160
		% within OccSeries	21.9%	36.9%	20.0%	11.3%	10.0%	100.0%
		% within LongDetail	12.5%	14.8%	14.4%	20.2%	28.6%	15.3%
		% of Total	3.3%	5.6%	3.1%	1.7%	1.5%	15.3%

Other Biological Scientist	Count	35	58	25	12	6	136
	% within OccSeries	25.7%	42.6%	18.4%	8.8%	4.4%	100.0%
	% within LongDetail	12.5%	14.6%	11.3%	13.5%	10.7%	13.0%
	% of Total	3.3%	5.5%	2.4%	1.1%	.6%	13.0%
Realty	Count	8	7	5	3	0	23
	% within OccSeries	34.8%	30.4%	21.7%	13.0%	.0%	100.0%
	% within LongDetail	2.8%	1.8%	2.3%	3.4%	.0%	2.2%
	% of Total	.8%	.7%	.5%	.3%	.0%	2.2%
General Maintenance	Count	15	10	8	0	0	33
	% within OccSeries	45.5%	30.3%	24.2%	.0%	.0%	100.0%
	% within LongDetail	5.3%	2.5%	3.6%	.0%	.0%	3.2%
	% of Total	1.4%	1.0%	.8%	.0%	.0%	3.2%
Other	Count	32	32	23	8	4	99
	% within OccSeries	32.3%	32.3%	23.2%	8.1%	4.0%	100.0%
	% within LongDetail	11.4%	8.0%	10.4%	9.0%	7.1%	9.5%
	% of Total	3.1%	3.1%	2.2%	.8%	.4%	9.5%
Total	Count	281	398	222	89	56	1046
	% within OccSeries	26.9%	38.0%	21.2%	8.5%	5.4%	100.0%
	% within LongDetail	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	26.9%	38.0%	21.2%	8.5%	5.4%	100.0%

Table 377. Cross-tabulation of establishing additional regional and national leadership positions at locations outside of major urban areas to improve and encourage leadership development with occupational series.

OccSeries * Decentralize Crosstabulation

			Decentralize					Total
			Very Effective	Somewhat Effective	Not Sure	Somewhat Ineffective	Not at all Effective	
OccSeries	Recreation Planner/Park Ranger (Non-LE)	Count	37	21	16	1	1	76
		% within OccSeries	48.7%	27.6%	21.1%	1.3%	1.3%	100.0%
		% within Decentralize	7.9%	5.5%	11.1%	3.8%	5.0%	7.3%
		% of Total	3.5%	2.0%	1.5%	.1%	.1%	7.3%
	Law Enforcement Park Ranger	Count	22	17	2	0	0	41
		% within OccSeries	53.7%	41.5%	4.9%	.0%	.0%	100.0%
		% within Decentralize	4.7%	4.4%	1.4%	.0%	.0%	3.9%
		% of Total	2.1%	1.6%	.2%	.0%	.0%	3.9%
	General Administration	Count	47	37	16	2	0	102
		% within OccSeries	46.1%	36.3%	15.7%	2.0%	.0%	100.0%
		% within Decentralize	10.0%	9.7%	11.1%	7.7%	.0%	9.8%
		% of Total	4.5%	3.5%	1.5%	.2%	.0%	9.8%
	Forestry Technician	Count	11	8	6	1	0	26
		% within OccSeries	42.3%	30.8%	23.1%	3.8%	.0%	100.0%
		% within Decentralize	2.3%	2.1%	4.2%	3.8%	.0%	2.5%
		% of Total	1.1%	.8%	.6%	.1%	.0%	2.5%
	F&W Administrator/Refuge Mgr	Count	135	152	42	12	8	349
		% within OccSeries	38.7%	43.6%	12.0%	3.4%	2.3%	100.0%
		% within Decentralize	28.7%	39.7%	29.2%	46.2%	40.0%	33.4%
		% of Total	12.9%	14.6%	4.0%	1.1%	.8%	33.4%
	Wildlife Biologist	Count	78	52	25	2	2	159
		% within OccSeries	49.1%	32.7%	15.7%	1.3%	1.3%	100.0%
		% within Decentralize	16.6%	13.6%	17.4%	7.7%	10.0%	15.2%
		% of Total	7.5%	5.0%	2.4%	.2%	.2%	15.2%

Other Biological Scientist	Count	70	43	17	1	5	136
	% within OccSeries	51.5%	31.6%	12.5%	.7%	3.7%	100.0%
	% within Decentralize	14.9%	11.2%	11.8%	3.8%	25.0%	13.0%
	% of Total	6.7%	4.1%	1.6%	.1%	.5%	13.0%
Realty	Count	9	9	3	2	0	23
	% within OccSeries	39.1%	39.1%	13.0%	8.7%	.0%	100.0%
	% within Decentralize	1.9%	2.3%	2.1%	7.7%	.0%	2.2%
	% of Total	.9%	.9%	.3%	.2%	.0%	2.2%
General Maintenance	Count	19	9	3	0	1	32
	% within OccSeries	59.4%	28.1%	9.4%	.0%	3.1%	100.0%
	% within Decentralize	4.0%	2.3%	2.1%	.0%	5.0%	3.1%
	% of Total	1.8%	.9%	.3%	.0%	.1%	3.1%
Other	Count	43	35	14	5	3	100
	% within OccSeries	43.0%	35.0%	14.0%	5.0%	3.0%	100.0%
	% within Decentralize	9.1%	9.1%	9.7%	19.2%	15.0%	9.6%
	% of Total	4.1%	3.4%	1.3%	.5%	.3%	9.6%
Total	Count	471	383	144	26	20	1044
	% within OccSeries	45.1%	36.7%	13.8%	2.5%	1.9%	100.0%
	% within Decentralize	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	45.1%	36.7%	13.8%	2.5%	1.9%	100.0%