

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after April 18, 2003, were as follows: Average increases of 21 cents (2.4 percent) for Level 1 and 30 cents (2.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	480	8.39	13.00	6.75
CASHIER-CHECKER	473	7.90	12.65	6.75
CUSTOMER SERVICE ASST	22	9.05	10.00	7.00
OFFICE CASHIER	20	8.93	10.50	7.15
DESK CLERK	142	10.35	10.71	7.26
NF - 2				
HEAD SALES PERSON	42	10.81	15.15	9.05
STORE DETECTIVE	30	9.41	13.00	7.75
HEAD CUSTOMER SVC ASST	15	11.00	13.50	9.56
PAYROLL CLERK	5	16.43	20.21	12.25
SECRETARY	19	12.46	13.52	10.82
ACCOUNTING TECHNICIAN	17	12.31	14.01	9.00
NF - 3				
DEPARTMENT MANAGER	57	12.73	19.65	8.00
EXECUTIVE SECRETARY	6	14.92	15.50	13.98

WAGE AREA : #003 Monterey, California

ORDER DATE : February 14, 2003

SURVEY : #018/015-32