

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 15, 2005, were as follows: Average increases of 33 cents (3.5 percent) for Level 1 and 43 cents (3.7 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, 2006.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	521	8.63	14.00	7.00
CASHIER-CHECKER	151	8.38	10.68	6.75
CUSTOMER SVC ASST	25	9.47	13.02	7.20
OFFICE CASHIER	18	9.41	13.24	7.00
DATA ENTRY CLERK	13	9.92	11.74	8.15
DESK CLERK	230	10.72	14.52	7.52
NF - 2				
HEAD SALES PERSON	64	11.15	13.50	9.50
STORE DETECTIVE	28	10.24	12.54	7.80
HEAD CUS. SVC. ASST	14	12.25	15.50	11.25
PAYROLL CLERK	8	13.57	14.44	13.10
SECRETARY	32	13.83	15.51	11.30
ACCOUNTING TECHNICIAN	39	13.01	14.86	9.50
NF - 3				
DEPARTMENT MANAGER	39	12.53	14.74	9.79
EXECUTIVE SECRETARY	45	15.50	16.51	15.00
BOOKKEEPER	9	15.03	17.55	14.00

WAGE AREA : #003 Monterey, California

ORDER DATE : February 11, 2005

SURVEY : #020/017-37