

## 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 12, 2003, were as follows: Average increases of 23 cents (2.8 percent) for Level 1 and 27 cents (2.4 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 JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	741	7.67	10.58	6.99
CASHIER-CHECKER	366	7.66	9.14	6.75
CUSTOMER SERVICE ASST	28	8.55	10.35	7.58
OFFICE CASHIER	19	9.46	10.06	8.25
RECREATION ATTENDANT	12	8.59	10.00	7.25
<b>NF - 2</b>				
HEAD SALES PERSON	92	11.18	12.29	8.94
STORE DETECTIVE	27	9.42	13.00	8.45
PAYROLL CLERK	10	11.87	17.18	9.00
SECRETARY	37	12.59	15.69	9.02
DATA ENTRY SPECIALIST	17	12.78	13.00	12.00
ACCOUNTING TECHNICIAN	40	12.67	14.53	11.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	55	12.64	14.42	12.05
EXECUTIVE SECRETARY	20	15.21	18.90	12.00
BOOKKEEPER	12	14.59	17.91	13.50

WAGE AREA : #008 San Joaquin, California  
ORDER DATE : February 7, 2003  
SURVEY : #018/002-06