

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 17, 1998, were as follows: Average increases of 6 cents (0.9 percent) for Level 1 and 13 cents (1.5 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, 1999.

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	351	7.11	12.35	5.35
CASHIER-CHECKER	318	6.45	9.85	5.45
CUSTOMER SRV ASST	47	7.10	11.05	5.25
OFFICE CASHIER	24	7.50	10.45	6.00
RECREATION ATTENDANT	21	6.00	6.95	5.75
DESK CLERK	32	6.49	9.00	5.76
NF - 2				
STORE DETECTIVE	13	8.68	10.61	6.78
HEAD CUSTOMER SVC ASST	5	8.36	10.60	7.50
PAYROLL CLERK	3	10.70	11.40	9.51
SECRETARY	5	9.09	13.90	7.51
ACCOUNTING TECHNICIAN	19	10.91	15.10	7.51
NF - 3				
DEPARTMENT MANAGER	34	10.72	12.26	8.65
EXECUTIVE SECRETARY	5	13.48	15.53	8.26

WAGE AREA : #010 Kern, California
ORDER DATE: February 13, 1998
SURVEY : #013/014-22