

## 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 16, 1999 are as follows: Average increases of 25 cents (3.6 percent) for Level 1 and 27 cents (3.1 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 was 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>
<b>NF - 1</b>				
SALES ASSOCIATE	532	7.34	12.50	5.75
CASHIER-CHECKER	330	6.57	8.50	5.75
CUSTOMER SERVICE ASST	58	7.89	10.40	5.75
OFFICE CASHIER	29	8.58	15.18	6.00
RECREATION ATTENDANT	10	6.22	7.75	5.75
DESK CLERK	95	6.39	7.51	5.75
<b>NF - 2</b>				
HEAD SALES PERSON	68	9.11	10.85	6.25
STORE DETECTIVE	17	8.14	11.20	5.75
HEAD CUSTOMER SVC ASST	4	9.64	11.15	7.85
SECRETARY	20	9.24	12.58	7.76
ACCOUNTING TECHNICIAN	19	9.30	11.26	7.76
<b>NF - 3</b>				
DEPARTMENT MANAGER	57	10.80	12.75	7.15
BOOKKEEPER	3	13.91	15.18	11.54

**WAGE AREA : # 010 Kern, California**  
**ORDER DATE: February 12, 1999**  
**SURVEY : #014/015-23**