

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 11, 2003, are as follows: Average increases of 27 cents (3.4 percent) for Level 1 and 34 cents (3.5 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 was effective the first day of the first pay period beginning on or after January 1, 2003.

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	729	7.58	11.75	6.75
CASHIER-CHECKER	207	7.22	10.50	6.75
CUSTOMER SERVICE ASST	16	8.79	11.75	7.84
OFFICE CASHIER	43	8.64	11.39	6.75
DESK CLERK	61	7.64	9.25	7.00
NF - 2				
HEAD SALES PERSON	17	9.87	12.89	8.00
STORE DETECTIVE	16	9.44	10.84	8.00
HEAD CUSTOMER SVC ASST	4	8.59	9.30	8.10
ACCOUNTING TECHNICIAN	20	11.25	13.00	8.00
NF - 3				
DEPARTMENT MANAGER	113	11.34	15.10	8.15

WAGE AREA : #010 Kern, CA
ORDER DATE: February 3, 2003
SURVEY : 018/021-35