

## 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 May 13, 2004, are as follows: Average increases of 34 cents (3.6 percent) for Level 1 and 40 cents (3.3 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, 2004.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	1220	9.01	11.86	7.79
CASHIER-CHECKER	926	8.62	10.25	7.50
OFFICE CASHIER	42	10.77	12.19	8.85
TELLER	362	9.92	11.56	9.74
RECREATION ATTENDANT	29	8.58	11.00	7.50
DESK CLERK	299	9.66	11.08	9.01
<b>NF - 2</b>				
STORE DETECTIVE	30	11.43	12.43	10.66
PAYROLL CLERK	49	14.71	15.85	12.50
SECRETARY	166	13.80	17.15	11.05
DATA ENTRY SPECIALIST	10	12.67	13.39	11.22
ACCOUNTING TECHNICIAN	276	13.74	16.69	10.77
<b>NF - 3</b>				
DEPARTMENT MANAGER	167	13.34	14.31	12.22
EXECUTIVE SECRETARY	95	16.14	19.82	14.26
BOOKKEEPER	192	13.99	14.27	13.33

WAGE AREA : #015 Hennepin, MN

ORDER DATE: March 8, 2004

SURVEY : #019/016-35