

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 17, 1997, are as follows: Average increases of 16 cents (2.8 percent) for Level 1 and 18 cents (2.5 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, 1997.

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	52	5.69	8.70	4.76
CASHIER-CHECKER	63	5.66	10.91	4.80
NF - 2				
STORE DETECTIVE	4	6.26	7.51	5.26
PAYROLL CLERK	4	8.17	8.96	7.53
DATA ENTRY SPECIALIST	3	8.77	9.75	7.50
ACCOUNTING TECHNICIAN	17	7.57	11.87	6.00
NF - 3				
DEPARTMENT MANAGER	43	8.36	12.26	5.01
EXECUTIVE SECRETARY	5	10.71	13.50	7.60

WAGE AREA : #016 Ward, ND
ORDER DATE: March 14, 1997
SURVEY : #012/012-16