

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 10, 2003, were as follows: Average increases of 34 cents (4.8 percent) for Level 1 and 43 cents (4.8 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, 2004.

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	89	7.73	10.87	6.00
CASHIER-CHECKER	87	7.45	10.24	6.00
DESK CLERK	10	7.64	9.05	6.50
<b>NF - 2</b>				
ACCOUNTING TECHNICIAN	12	8.93	10.20	7.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	22	11.45	14.70	8.29
EXECUTIVE SECRETARY	6	11.68	14.91	8.75

WAGE AREA: #016 Ward, ND  
 ORDER DATE: March 3, 2003  
 SURVEY : #018/19-32