AC - 016

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 7, 2005, are as follows: Average increases of 31 cents (4.1 percent) for Level 1 and 37 cents (3.8 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 was effective the first day of the first pay period beginning on or after January 1, 2005.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE HIGH	RANGE LOW
NF - 1				
SALES ASSOCIATE	13	8.69	11.37	6.50
CASHIER-CHECKER	75	7.42	10.16	6.05
DESK CLERK	16	7.59	9.80	6.26
NF - 2				
STORE DETECTIVE	3	10.87	14.03	6.40
ACCOUNTING TECHNICIAN	31	10.26	12.21	7.75
NF - 3				
DEPARTMENT MANAGER	48	12.12	14.45	9.56
BOOKKEEPER	3	10.87	11.62	10.00

WAGE AREA : #016 Ward, ND
ORDER DATE: March 1, 2005
SURVEY : #020/021-36