

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 August 10, 1996, were as follows: Average increases of 5 cents (.9 percent) for Level 1 and cents (1.4 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, 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	90	6.20	7.80	5.01
CASHIER-CHECKER	150	4.96	6.81	4.26
CUSTOMER SERVICE ASST	13	5.84	6.70	4.50
OFFICE CASHIER	7	6.60	7.00	6.05
TELLER	17	6.23	8.67	4.50
DESK CLERK	11	5.44	7.25	4.76
NF - 2				
SECRETARY	21	7.47	11.33	6.00
DATA ENTRY SPECIALIST	5	7.05	7.91	6.36
ACCOUNTING TECHNICIAN	14	7.82	10.06	5.51
NF - 3				
BOOKKEEPER	3	11.73	14.00	7.39

WAGE AREA : #032 Tom Green, Texas
ORDER DATE: June 3, 1996
SURVEY : #011/011-16