

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 September 7, 1996, were as follows: Average increases of 6 cents (1.0 percent) for Level 1 and 11 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	57	6.43	8.75	4.50
CASHIER-CHECKER	87	5.16	6.07	4.25
OFFICE CASHIER	10	7.33	9.35	5.40
ACCOUNTING CLERK	6	7.17	7.50	6.00
RECREATION ATTENDANT	7	5.27	6.25	4.75
DESK CLERK	24	5.70	7.36	4.76
NF - 2				
PAYROLL CLERK	6	7.82	8.66	6.51
SECRETARY	11	7.40	8.80	6.05
ACCOUNTING TECHNICIAN	17	7.89	12.76	6.32
NF - 3				
EXECUTIVE SECRETARY	6	9.99	11.01	9.09
BOOKKEEPER	4	8.21	9.35	7.50

WAGE AREA : #040 Cascade, MT

ORDER DATE: July 5, 1996

SURVEY : #011/009-16