

## 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 6, 1997, were as follows: Average increases of 15 cents (2.5 percent) for Level 1 and 15 cents (1.9 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, 1998.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	90	6.33	8.40	5.00
CASHIER-CHECKER	78	5.85	8.45	4.75
CUSTOMER SERVICE ASST	8	6.15	9.40	5.50
OFFICE CASHIER	8	7.00	9.65	5.75
TELLER	33	7.24	8.45	6.00
DESK CLERK	40	5.60	7.27	5.00
<b>NF - 2</b>				
STORE DETECTIVE	3	7.03	7.55	6.00
HEAD CUSTOMER SVC ASST	4	8.86	9.63	7.85
SECRETARY	9	7.39	8.40	5.75
DATA ENTRY SPECIALIST	6	8.11	9.60	7.28
ACCOUNTING TECHNICIAN	14	8.07	9.50	6.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	26	9.81	12.15	6.65
EXECUTIVE SECRETARY	5	10.80	11.15	10.13

WAGE AREA : #040 Cascade, Montana

ORDER DATE: July 3, 1997

SURVEY : #012/011-19