AC - 040

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 13, 2003 are as follows: Average increases of 23 cents (3.3 percent) for Level 1 and 31 cents (3.5 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, 2003.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE HIGH	RANGE LOW
NF - 1				
SALES ASSOCIATE	111	7.80	11.10	6.00
CASHIER-CHECKER	173	6.57	9.59	5.51
CUSTOMER SERVICE ASST	16	8.23	10.05	6.60
OFFICE CASHIER	17	8.02	10.00	6.80
DESK CLERK	49	6.70	9.01	5.25
NF - 2				
HEAD CUSTOMER SVC ASST	6	9.94	11.10	9.00
SECRETARY	5	9.10	9.58	7.50
ACCOUNTING TECHNICIAN	6	9.90	11.00	8.51
NF - 3				
DEPARTMENT MANAGER	58	10.72	14.40	8.42
BOOKKEEPER	5	11.19	15.95	8.00

WAGE AREA : #040 Cascade, Montana
ORDER DATE : July 7, 2003
SURVEY : #018/017-32