

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 11, 2004, are as follows: Average increases of 18 cents (2.5 percent) for Level 1 and 25 cents (2.7 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, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	104	7.94	9.66	6.33
CASHIER-CHECKER	193	6.67	9.84	5.51
CUSTOMER SVC ASST	16	8.17	8.88	6.78
OFFICE CASHIER	12	8.15	9.70	7.38
DESK CLERK	46	7.01	8.26	6.20
NF - 2				
HEAD CUST SERVICE ASST	7	11.01	11.82	9.33
SECRETARY	8	9.38	9.59	8.00
ACCOUNTING TECHNICIAN	7	10.24	11.06	8.51
NF - 3				
DEPARTMENT MANAGER	62	10.75	12.30	9.35

WAGE AREA : #040 Cascade, Montana
ORDER DATE : July 6, 2004
SURVEY : #019/018-35