

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 10, 2005, were as follows: Average increases of 21 cents (2.8 percent) for Level 1 and 25 cents (2.6 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, 2006.

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	262	7.96	11.76	6.00
CASHIER-CHECKER	241	7.18	9.78	5.25
CUSTOMER SVC ASST	27	8.14	9.80	6.25
OFFICE CASHIER	19	9.39	11.75	6.75
DESK CLERK	39	7.17	9.50	5.72
NF - 2				
HEAD SALES PERSON	24	9.17	11.52	6.80
STORE DETECTIVE	6	9.28	10.82	7.00
HEAD CUS SVC ASST	27	10.39	15.11	7.74
NF - 3				
DEPARTMENT MGR	43	11.61	15.79	9.16
BOOKKEEPER	4	11.67	14.86	8.96

WAGE AREA : #040 Cascade, Montana
ORDER DATE : July 5, 2005
SURVEY : #020/019-38