

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 11 cents (1.7 percent) for Level 1 and 14 cents (1.6 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, 1998.

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	128	6.18	9.32	5.20
CASHIER-CHECKER	250	5.65	8.01	5.01
CUSTOMER SERVICE ASST	35	6.94	10.00	5.60
OFFICE CASHIER	16	7.37	9.10	5.46
TELLER	128	8.30	10.01	7.00
DESK CLERK	97	6.30	7.77	5.50
NF - 2				
STORE DETECTIVE	14	8.08	10.50	6.85
PAYROLL CLERK	12	9.71	11.28	7.50
SECRETARY	42	8.89	11.83	7.00
DATA ENTRY SPECIALIST	17	10.07	13.30	8.50
ACCOUNTING TECHNICIAN	53	9.78	12.98	7.38
NF - 3				
EXECUTIVE SECRETARY	18	11.12	12.85	9.00
BOOKKEEPER	9	12.40	13.12	10.59

WAGE AREA : #043 Spokane, Washington
ORDER DATE: July 3, 1997
SURVEY : #012/013-20