

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 24 cents (3.0 percent) for Level 1 and 37 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, 2004.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
NF - 1				
SALES ASSOCIATE	84	9.38	10.70	8.22
CASHIER-CHECKER	262	7.76	10.25	7.16
OFFICE CASHIER	11	8.11	9.77	7.16
ACCOUNTING CLERK	10	8.62	9.00	8.25
RECREATION ATTENDANT	24	8.31	8.42	7.76
DESK CLERK	77	8.05	8.43	7.39
NF - 2				
SECRETARY	23	11.88	16.12	8.25
ACCOUNTING TECHNICIAN	29	11.23	12.20	9.70
NF - 3				
DEPARTMENT MANAGER	26	11.99	13.37	11.17
EXECUTIVE SECRETARY	12	14.62	15.43	12.08
BOOKKEEPER	36	12.86	16.85	12.31

WAGE AREA : #043 Spokane, Washington
ORDER DATE : July 6, 2004
SURVEY : #019/026-40