

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 November 12, 1999, were as follows: Average increases of 23 cents (3.2 percent) for Level 1 and 21 cents (2.1 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, 2000.

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	1469	7.15	10.68	5.90
CASHIER-CHECKER	1209	6.64	9.85	5.75
CUSTOMER SERVICE ASST	176	7.84	8.80	6.10
OFFICE CASHIER	161	8.84	12.25	6.96
TELLER	432	8.56	9.98	7.88
DATA ENTRY CLERK	36	9.68	12.80	9.00
ACCOUNTING CLERK	20	9.80	12.54	8.75
RECREATION ATTENDANT	133	7.35	10.00	6.30
DESK CLERK	1015	7.84	12.85	6.00
NF - 2				
HEAD SALES PERSON	138	8.25	11.15	6.50
STORE DETECTIVE	128	9.75	13.10	7.12
PAYROLL CLERK	18	11.94	14.95	10.10
SECRETARY	262	11.25	18.48	7.10
DATA ENTRY SPECIALIST	23	9.98	13.57	7.02
ACCOUNTING TECHNICIAN	237	11.93	16.35	7.00
NF - 3				
DEPARTMENT MANAGER	343	11.71	14.40	8.82
EXECUTIVE SECRETARY	143	14.42	19.29	11.01
BOOKKEEPER	48	13.03	16.83	10.01

WAGE AREA : #054 San Diego, California

ORDER DATE : September 10, 1999

SURVEY : #014/012-25