

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 23, 2003, are as follows: Average increases of 29 cents (3.1 percent) for Level 1 and 41 cents (3.1 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 was effective the first day of the first pay period beginning on or after January 1, 2003.

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	1299	10.39	11.55	7.80
CASHIER-CHECKER	459	9.36	11.47	7.60
CUSTOMER SERVICE ASST	173	9.00	11.11	8.39
OFFICE CASHIER	25	9.81	10.65	8.60
RECREATION ATTENDANT	13	11.41	12.50	8.75
DESK CLERK	197	10.76	11.90	9.55
NF - 2				
HEAD SALES PERSON	125	13.87	14.82	11.25
STORE DETECTIVE	72	10.75	13.34	9.23
HEAD CUSTOMER SVC ASST	40	13.95	15.82	11.20
SECRETARY	89	14.15	16.16	11.01
ACCOUNTING TECHNICIAN	81	12.87	14.66	11.50
NF - 3				
EXECUTIVE SECRETARY	58	21.02	22.66	16.16
BOOKKEEPER	51	17.13	19.92	15.96

WAGE AREA : #056 Santa Clara, California
ORDER DATE : September 15, 2003
SURVEY : #018/002-04