

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 20, 2004, are as follows: Average increases of 28 cents (2.9 percent) for Level 1 and 35 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 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	1783	9.57	16.00	7.00
CASHIER-CHECKER	682	9.21	12.61	7.00
CUSTOMER SERVICE ASST	126	10.47	14.64	7.90
OFFICE CASHIER	76	10.65	14.25	7.95
TELLER	426	11.99	15.00	10.50
RECREATION ATTENDANT	48	9.69	14.01	7.50
DESK CLERK	363	11.76	14.30	10.00
NF - 2				
HEAD SALES PERSON	97	11.84	18.32	9.37
STORE DETECTIVE	113	11.29	15.17	8.50
HEAD CUSTOMER SVC ASST	40	12.78	16.31	9.21
PAYROLL CLERK	14	14.37	18.08	12.61
SECRETARY	56	14.52	17.00	12.00
ACCOUNTING TECHNICIAN	38	12.73	18.05	9.50
NF - 3				
DEPARTMENT MANAGER	227	13.75	21.08	9.30
EXECUTIVE SECRETARY	34	17.54	20.23	15.45
BOOKKEEPER	74	16.33	21.63	14.47

WAGE AREA : #056 Santa Clara, California
ORDER DATE : September 13, 2004
SURVEY : #019/003-07