

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 19, 2005, were as follows: Average increases of 25 cents (2.5 percent) for Level 1 and 31 cents (2.2 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, 2006.

**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>
<b>NF - 1</b>				
SALES ASSOCIATE	992	10.53	12.25	8.10
CASHIER-CHECKER	373	9.02	13.00	7.00
OFFICE CASHIER	57	10.47	12.48	8.90
DESK CLERK	225	11.51	12.81	10.00
<b>NF - 2</b>				
STORE DETECTIVE	31	11.90	12.83	10.99
HEAD CUS SVC ASST	29	12.84	14.00	11.43
PAYROLL CLERK	13	14.77	16.50	13.50
SECRETARY	57	15.49	16.59	15.02
ACCOUNTING TECH	16	13.97	18.32	13.00
<b>NF - 3</b>				
EXECUTIVE SECRETARY	34	20.81	29.28	17.00
BOOKKEEPER	54	16.61	19.09	15.63

WAGE AREA : #056 Santa Clara, California  
 ORDER DATE : September 12, 2005  
 SURVEY : #020/004-10