

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 10, 1996, were as follows: Average increases of 9 cents (1.2 percent) for Level 1 and 16 cents (1.4 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, 1997.

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	1865	7.22	14.67	5.25
CASHIER-CHECKER	1239	6.32	14.67	4.50
CUSTOMER SERVICE ASST	192	10.17	11.98	5.76
OFFICE CASHIER	83	10.13	14.67	6.00
TELLER	156	8.93	11.50	7.40
DATA ENTRY CLERK	61	11.01	13.00	8.70
ACCOUNTING CLERK	34	14.96	17.08	6.00
DESK CLERK	303	7.39	10.50	5.00
NF - 2				
HEAD SALES PERSON	106	8.74	11.70	6.75
STORE DETECTIVE	95	10.07	13.62	7.50
PAYROLL CLERK	25	11.26	14.96	8.40
SECRETARY	126	12.54	19.49	8.41
DATA ENTRY SPECIALIST	61	11.09	14.48	8.30
ACCOUNTING TECHNICIAN	130	11.88	16.82	6.89
NF - 3				
EXECUTIVE SECRETARY	93	15.16	23.08	11.54
BOOKKEEPER	20	12.29	13.00	10.59

WAGE AREA : #058 Alameda/Contra Costa, CA

ORDER DATE: September 6, 1996

SURVEY : #011/008-16