

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 March 8, 1997, were as follows: Average increases of 18 cents (2.9 percent) for Level 1 and 23 cents (3.0 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	187	6.26	8.72	4.75
CASHIER-CHECKER	274	6.19	8.40	5.00
OFFICE CASHIER	22	7.61	8.70	6.62
TELLER	80	7.55	9.00	6.50
DESK CLERK	124	6.45	8.50	5.27
NF - 2				
HEAD SALES PERSON	20	7.12	9.62	5.50
SECRETARY	88	8.85	11.68	6.00
ACCOUNTING TECHNICIAN	30	7.86	9.17	6.75
NF - 3				
DEPARTMENT MANAGER	160	9.32	10.90	6.30
EXECUTIVE SECRETARY	11	11.17	11.96	10.48
BOOKKEEPER	6	9.29	11.86	7.51

WAGE AREA : #085 El Paso, Colorado

ORDER DATE: March 8, 1997

SURVEY : 012/011-17