

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 13, 2004, are as follows: Average increases of 37 cents (4.6 percent) for Level 1 and 40 cents (4.0 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, 2004.

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	688	9.01	18.19	6.02
CASHIER-CHECKER	373	8.20	16.85	6.50
CUSTOMER SERVICE ASST	87	8.71	14.00	6.50
ACCOUNTING CLERK	3	10.71	12.20	8.25
RECREATION ATTENDANT	22	7.50	11.00	6.52
DESK CLERK	146	8.22	10.02	7.50
NF - 2				
STORE DETECTIVE	45	9.05	12.74	7.50
HEAD CUSTOMER SVC ASST	25	10.68	15.74	7.85
PAYROLL CLERK	5	13.24	14.91	10.02
SECRETARY	24	10.96	15.75	8.75
DATA ENTRY SPECIALIST	25	10.45	12.79	9.44
ACCOUNTING TECHNICIAN	19	11.80	16.38	8.75
NF - 3				
DEPARTMENT MANAGER	249	12.14	23.03	8.11
EXECUTIVE SECRETARY	9	12.94	13.78	12.00
BOOKKEEPER	8	12.31	13.77	11.00

WAGE AREA : #085 El Paso, CO
ORDER DATE: January 9, 2004
SURVEY : #019/019-35