

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, are as follows: Average increases of 12 cents (2.0 percent) for Level 1 and 16 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 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	96	5.88	8.35	5.00
CASHIER-CHECKER	139	6.04	7.85	4.75
TELLER	32	6.62	8.57	5.80
ACCOUNTING CLERK	3	7.78	9.11	7.00
DESK CLERK	25	5.45	6.26	5.00
NF - 2				
HEAD SALES PERSON	39	7.75	11.11	6.00
HEAD CUSTOMER SVC ASST	3	10.56	10.89	10.35
SECRETARY	12	7.86	10.80	6.00
ACCOUNTING TECHNICIAN	28	7.43	9.85	6.05
NF - 3				
EXECUTIVE SECRETARY	7	9.15	10.87	7.77
BOOKKEEPER	4	10.13	11.80	9.40

WAGE AREA : #086 Pennington, South Dakota
ORDER DATE: January 3, 1997
SURVEY : 012/011-16