

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 7, 1998, were as follows: Average increases of 10 cents (1.7 percent) for Level 1 and 13 cents (1.7 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, 1999.

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	69	5.91	8.55	5.25
CASHIER-CHECKER	236	5.89	8.01	5.15
OFFICE CASHIER	7	6.75	7.35	5.51
TELLER	82	7.15	7.68	6.00
DESK CLERK	35	6.24	8.05	5.25
NF - 2				
SECRETARY	11	7.23	8.26	5.75
DATA ENTRY SPECIALIST	4	7.38	8.50	6.50
ACCOUNTING TECHNICIAN	23	7.39	10.56	6.00
NF - 3				
DEPARTMENT MANAGER	36	7.99	10.28	7.60
EXECUTIVE SECRETARY	7	8.75	10.35	6.81
BOOKKEEPER	4	11.49	12.27	10.55

WAGE AREA : #086 Pennington, South Dakota
ORDER DATE: January 2, 1998
SURVEY : #013/013-20