

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 20, 1999, were as follows: Average increases of 15 cents (2.5 percent) for Level 1 and 16 cents (2.1 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, 2000.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	70	6.45	10.20	5.25
CASHIER-CHECKER	148	5.76	7.70	5.15
TELLER	63	7.26	8.55	6.98
DESK CLERK	29	6.55	8.62	5.40
<b>NF - 2</b>				
SECRETARY	19	8.71	11.05	5.75
ACCOUNTING TECHNICIAN	24	7.96	10.90	6.00
<b>NF - 3</b>				
EXECUTIVE SECRETARY	4	11.21	12.10	10.35
BOOKKEEPER	5	11.49	13.93	8.00

WAGE AREA : #086 Pennington, South Dakota  
ORDER DATE: January 11, 1999  
SURVEY : #014/014-23