

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 August 9, 1997, were as follows: Average increases of 16 cents (2.5 percent) for Level 1 and 22 cents (2.5 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule was 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, 1998.

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	467	5.88	9.40	4.75
CASHIER-CHECKER	756	5.51	7.68	4.75
CUSTOMER SERVICE ASST	38	6.38	8.48	5.25
OFFICE CASHIER	28	8.17	10.20	6.52
TELLER	208	8.15	8.64	7.53
ACCOUNTING CLERK	11	8.73	9.82	7.71
DESK CLERK	350	6.29	7.64	5.50
NF - 2				
STORE DETECTIVE	30	7.85	9.05	6.50
PAYROLL CLERK	16	8.84	11.15	7.73
SECRETARY	223	9.88	12.79	7.26
DATA ENTRY SPECIALIST	17	8.57	9.29	6.46
ACCOUNTING TECHNICIAN	72	9.26	13.84	7.22
NF - 3				
DEPARTMENT MANAGER	40	8.89	12.65	7.42
EXECUTIVE SECRETARY	68	12.53	16.17	8.40
BOOKKEEPER	13	9.54	12.25	7.94

WAGE AREA : #117 Bexar, TX
ORDER DATE: June 6, 1997
SURVEY : #012/011-19