

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 7, 1999, are as follows: Average increases of 19 cents (2.8 percent) for Level 1 and 28 cents (3.0 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, 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	811	6.42	8.75	5.15
CASHIER-CHECKER	403	6.16	7.15	5.45
OFFICE CASHIER	40	8.01	8.85	5.95
TELLER	225	8.73	9.53	7.99
DESK CLERK	232	6.91	8.00	6.00
NF - 2				
STORE DETECTIVE	22	8.80	10.00	7.65
PAYROLL CLERK	5	10.86	12.54	8.64
SECRETARY	233	11.23	14.51	7.51
DATA ENTRY SPECIALIST	14	8.97	10.36	8.64
ACCOUNTING TECHNICIAN	48	9.63	13.13	7.55
NF - 3				
DEPARTMENT MANAGER	85	10.10	11.19	7.75
EXECUTIVE SECRETARY	72	12.88	14.85	9.26
BOOKKEEPER	13	11.65	12.50	9.01

WAGE AREA : #117 Bexar, TX
ORDER DATE: June 4, 1999
SURVEY : #014/013-22