

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 16, 2003, are as follows: Average increases of 24 cents (3.1 percent) for Level 1 and 38 cents (3.6 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, 2003.

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	2089	7.51	8.95	6.24
CASHIER-CHECKER	1103	7.06	8.63	5.97
OFFICE CASHIER	115	8.72	11.52	6.50
TELLER	217	9.74	10.05	9.09
DESK CLERK	273	7.58	9.14	6.74
NF - 2				
STORE DETECTIVE	91	9.29	11.32	8.52
PAYROLL CLERK	13	13.14	16.58	11.00
SECRETARY	184	12.40	15.83	8.00
ACCOUNTING TECHNICIAN	142	11.27	16.80	8.05
NF - 3				
EXECUTIVE SECRETARY	59	13.53	19.07	9.75

WAGE AREA : #117 Bexar, TX
ORDER DATE: June 9, 2003
SURVEY : #018/017-32