

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 14, 2004, were as follows: Average increases of 21cents (2.7 percent) for Level 1 and 33 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 is effective the first day of the first pay period beginning on or after January 1, 2005.

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	389	7.71	12.00	6.00
CASHIER-CHECKER	2083	6.68	10.45	5.50
CUSTOMER SERVICE ASST	86	7.89	9.78	5.75
OFFICE CASHIER	36	9.11	15.00	7.30
TELLER	371	9.51	12.25	8.35
DESK CLERK	385	7.65	10.61	5.75
NF – 2				
HEAD CUSTOMER SVC ASST	28	10.15	11.25	8.26
PAYROLL CLERK	5	12.47	15.43	11.00
SECRETARY	157	12.61	16.61	7.50
ACCOUNTING TECHNICIAN	252	11.57	15.84	6.50
NF – 3				
DEPARTMENT MANAGER	281	12.34	14.10	8.95
EXECUTIVE SECRETARY	269	17.64	18.92	10.05
BOOKKEEPER	9	12.27	14.66	11.22

WAGE AREA : #117 Bexar, TX
ORDER DATE: June 7, 2004
SURVEY : #019/018-36