

## 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 November 5, 2004, were as follows: Average increases of 26 cents (2.9 percent) for Level 1 and 38 cents (2.9 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>
<b>NF - 1</b>				
SALES ASSOCIATE	4292	8.97	13.00	6.75
CASHIER-CHECKER	2346	8.10	13.50	7.00
OFFICE CASHIER	53	10.42	11.75	9.10
TELLER	133	10.89	15.35	8.39
RECREATION ATTENDANT	61	9.13	11.75	6.75
DESK CLERK	1209	9.13	13.94	8.05
<b>NF - 2</b>				
HEAD SALES PERSON	182	10.73	13.25	8.00
STORE DETECTIVE	169	10.27	15.80	8.20
HEAD CUSTOMER SVC ASST	555	12.59	16.42	8.71
PAYROLL CLERK	31	15.51	20.08	11.25
SECRETARY	167	14.24	25.24	10.97
ACCOUNTING TECHNICIAN	94	14.14	18.61	10.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	261	13.83	15.85	10.69
EXECUTIVE SECRETARY	262	20.36	29.59	13.00
BOOKKEEPER	210	16.67	19.52	12.01

WAGE AREA : #131 Orange, California

ORDER DATE : September 1, 2004

SURVEY : #019/019-39