

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 15, 1996, were as follows: Average increases of 12 cents (1.7 percent) for Level 1 and 14 cents (1.6 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, 1997.

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	378	7.74	12.02	5.25
CASHIER-CHECKER	177	5.53	8.15	4.25
CUSTOMER SERVICE ASST	20	8.05	10.50	5.00
OFFICE CASHIER	30	8.92	11.05	6.85
TELLER	26	8.73	10.98	6.66
DESK CLERK	195	6.49	8.00	5.00
NF - 2				
HEAD SALES PERSON	50	7.76	10.39	5.90
STORE DETECTIVE	43	9.19	13.75	6.89
HEAD CUSTOMER SVC ASST	5	10.15	11.13	9.60
PAYROLL CLERK	8	12.74	17.70	11.00
SECRETARY	14	10.03	10.50	9.26
ACCOUNTING TECHNICIAN	79	9.22	12.50	8.00
NF - 3				
DEPARTMENT MANAGER	43	9.97	14.75	8.05
EXECUTIVE SECRETARY	11	10.35	12.50	8.44

WAGE AREA : #132 Ventura, California
ORDER DATE: September 13, 1996
SURVEY : #011/008-17