

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 7, 2004, are as follows: Average increases of 35 cents (4.1 percent) for Level 1 and 35 cents (3.3 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, 2004.

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	434	8.54	12.75	6.97
CASHIER-CHECKER	397	7.62	11.03	6.75
CUSTOMER SERVICE ASST	19	8.27	9.75	7.20
OFFICE CASHIER	19	9.95	13.00	8.05
TELLER	123	11.27	13.91	9.25
DESK CLERK	133	9.06	13.00	7.50
NF - 2				
HEAD SALES PERSON	21	9.39	11.00	8.78
STORE DETECTIVE	31	11.36	14.25	8.60
HEAD CUSTOMER SVC ASST	32	10.79	21.01	9.20
PAYROLL CLERK	8	12.04	13.90	11.00
SECRETARY	27	12.61	13.00	10.50
ACCOUNTING TECHNICIAN	28	11.59	15.65	10.23
NF - 3				
DEPARTMENT MANAGER	103	11.86	17.27	8.84

WAGE AREA : #132 Ventura, CA
 ORDER DATE: September 3, 2004
 SURVEY : #019/020-38