

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 16, 1996, were as follows: Average increases of 14 cents (2.0 percent) for Level 1 and 17 cents (2.0 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 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	178	6.63	8.65	5.00
CASHIER-CHECKER	184	5.79	8.52	4.50
CUSTOMER SERVICE ASST	6	8.40	9.52	5.85
OFFICE CASHIER	12	7.71	9.30	5.60
TELLER	124	9.14	12.01	6.75
ACCOUNTING CLERK	3	8.20	8.80	7.20
DESK CLERK	196	7.47	9.60	6.00
NF - 2				
HEAD SALES PERSON	66	8.06	11.35	5.30
STORE DETECTIVE	11	8.26	8.75	7.42
ACCOUNTING TECHNICIAN	46	9.64	12.30	8.00
NF - 3				
DEPARTMENT MANAGER	33	10.19	11.55	8.00
EXECUTIVE SECRETARY	28	9.54	13.51	8.00
BOOKKEEPER	21	13.18	15.63	10.04

WAGE AREA : #135 Santa Barbara, CA
ORDER DATE: September 3, 1996
SURVEY : #011/008-17