

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, 1997, are as follows: Average increases of 17 cents (2.4 percent) for Level 1 and 18 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	191	6.95	11.05	5.30
CASHIER-CHECKER	158	5.69	8.06	5.15
CUSTOMER SERVICE ASST	6	7.60	9.81	6.08
OFFICE CASHIER	14	7.04	9.67	5.80
TELLER	114	9.38	12.79	7.98
DESK CLERK	246	7.57	9.85	6.25
NF - 2				
HEAD SALES PERSON	87	8.73	11.55	5.40
STORE DETECTIVE	13	9.24	11.00	7.42
ACCOUNTING TECHNICIAN	31	9.78	12.00	8.25
NF - 3				
DEPARTMENT MANAGER	32	10.20	10.75	9.11
EXECUTIVE SECRETARY	27	10.00	14.84	8.44
BOOKKEEPER	11	14.53	16.05	10.57

WAGE AREA : #135 Santa Barbara, CA
ORDER DATE: September 2, 1997
SURVEY : #012/009-18