

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 13, 1999, are as follows: Average increases of 16 cents (2.1 percent) for Level 1 and 20 cents (2.2 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, 1999.

SURVEY SUMMARY BY PAY LEVEL

SURVEY <u>JOB TITLE</u>	WEIGHTED <u>MATCHES</u>	<u>AVERAGE</u>	RANGE	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	249	6.92	8.75	6.20
CASHIER-CHECKER	109	6.58	9.50	6.07
DESK CLERK	150	8.27	15.25	6.50
NF - 2				
HEAD SALES PERSON	99	8.43	13.05	6.50
STORE DETECTIVE	4	9.24	11.90	7.72
ACCOUNTING TECHNICIAN	12	10.79	11.90	9.80
NF - 3				
EXECUTIVE SECRETARY	12	11.74	14.42	11.13
BOOKKEEPER	25	12.00	15.91	11.00

WAGE AREA : #135 Santa Barbara, CA

ORDER DATE: September 7, 1999

SURVEY : #014/012-24