

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 September 3, 2004, are as follows: Average increases of 33 cents (3.6 percent) for Level 1 and 33 cents (2.8 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				
CASHIER-CHECKER	332	8.99	14.61	7.16
OFFICE CASHIER	23	11.90	13.05	8.10
TELLER	143	11.10	11.93	8.50
DESK CLERK	54	8.76	10.50	7.17
NF - 2				
STORE DETECTIVE	16	11.93	14.00	8.93
SECRETARY	40	11.89	16.79	9.75
ACCOUNTING TECHNICIAN	29	12.06	14.82	8.75
NF - 3				
DEPARTMENT MANAGER	43	13.70	15.75	10.85
BOOKKEEPER	27	16.97	18.05	14.75

WAGE AREA : #141 Snohomish, WA
ORDER DATE: July 1, 2004
SURVEY : #019/007-15