

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 14, 1997, are as follows: Average increases of 15 cents (2.2 percent) for Level 1 and 15 cents (1.7 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	112	6.95	10.20	6.00
CASHIER-CHECKER	147	6.50	9.87	5.15
CUSTOMER SERVICE ASST	18	6.81	7.90	6.00
OFFICE CASHIER	9	8.78	12.88	6.25
TELLER	66	8.57	9.64	8.31
ACCOUNTING CLERK	4	9.25	10.17	7.00
DESK CLERK	18	6.60	7.32	5.77
NF - 2				
STORE DETECTIVE	6	9.33	10.25	7.00
HEAD CUSTOMER SVC ASST	9	9.53	12.10	7.30
ACCOUNTING TECHNICIAN	7	10.74	12.87	9.20
NF - 3				
DEPARTMENT MANAGER	48	9.45	10.89	9.00
EXECUTIVE SECRETARY	5	13.62	14.42	12.55

WAGE AREA : #142 Kitsap, Washington

ORDER DATE: September 9, 1997

SURVEY : 012/010-17