

## 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 12, 2004, were as follows: Average increases of 28 cents (3.4 percent) for Level 1 and 34 cents (3.1 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 is effective the first day of the first pay period beginning on or after January 1, 2005.

## SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY</u><br><u>JOB TITLE</u> | <u>WEIGHTED</u><br><u>MATCHES</u> | <u>AVERAGE</u> | <u>RANGE</u> |            |
|-----------------------------------|-----------------------------------|----------------|--------------|------------|
|                                   |                                   |                | <u>HIGH</u>  | <u>LOW</u> |
| <b>NF - 1</b>                     |                                   |                |              |            |
| SALES ASSOCIATE                   | 191                               | 9.41           | 11.25        | 7.25       |
| CASHIER-CHECKER                   | 164                               | 8.15           | 10.71        | 7.16       |
| OFFICE CASHIER                    | 3                                 | 10.16          | 11.00        | 8.63       |
| TELLER                            | 86                                | 9.89           | 13.55        | 8.50       |
| RECREATION ATTENDANT              | 31                                | 8.81           | 10.00        | 8.00       |
| DESK CLERK                        | 15                                | 7.84           | 9.10         | 7.16       |
| <b>NF - 2</b>                     |                                   |                |              |            |
| STORE DETECTIVE                   | 14                                | 11.62          | 13.30        | 9.00       |
| HEAD CUST SERVICE ASST            | 9                                 | 11.96          | 16.80        | 8.86       |
| ACCOUNTING TECHNICIAN             | 10                                | 12.43          | 14.69        | 10.00      |
| <b>NF - 3</b>                     |                                   |                |              |            |
| DEPARTMENT MANAGER                | 39                                | 12.78          | 16.85        | 8.80       |
| EXECUTIVE SECRETART               | 3                                 | 14.40          | 15.00        | 13.30      |
| BOOKKEEPER                        | 3                                 | 14.67          | 16.00        | 13.00      |

WAGE AREA : #142 Kitsap, Washington

ORDER DATE : September 7, 2004

SURVEY : #019/023-41