

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 October 19, 1996, are as follows: Average increases of 15 cents (2.2 percent) for Level 1 and 19 cents (2.1 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 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	136	7.46	12.00	5.36
CASHIER-CHECKER	208	5.65	7.25	4.90
CUSTOMER SERVICE ASST	10	7.78	9.10	7.43
OFFICE CASHIER	6	7.69	8.81	6.50
TELLER	22	8.90	9.77	7.45
RECREATION ATTENDANT	16	8.26	10.26	6.30
DESK CLERK	51	6.52	8.01	5.55
NF - 2				
HEAD SALES PERSON	29	9.54	12.50	6.50
STORE DETECTIVE	15	9.74	12.43	6.50
SECRETARY	14	10.44	11.05	6.50
ACCOUNTING TECHNICIAN	50	8.93	11.78	7.00
NF - 3				
DEPARTMENT MANAGER	50	10.54	12.25	8.25
EXECUTIVE SECRETARY	6	11.18	13.93	9.50
BOOKKEEPER	18	10.82	13.56	8.94

WAGE AREA : #143 Pierce, Washington
ORDER DATE: August 16, 1996
SURVEY : #011/010-16B