

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 11, 2003, were as follows: Average increases of 31 cents (3.7 percent) for Level 1 and 29 cents (2.7 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 is 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				
SALES ASSOCIATE	279	8.80	11.50	8.20
CASHIER-CHECKER	146	8.27	13.82	7.01
OFFICE CASHIER	5	9.30	10.00	8.00
TELLER	48	10.32	10.46	9.38
RECREATION ATTENDANT	12	8.51	9.32	8.15
DESK CLERK	88	8.03	8.93	7.72
NF - 2				
HEAD SALES PERSON	27	10.51	11.29	8.17
STORE DETECTIVE	8	11.51	12.39	10.00
SECRETARY	15	11.44	12.80	10.00
ACCOUNTING TECHNICIAN	25	12.13	12.88	11.64
NF - 3				
EXECUTIVE SECRETARY	4	13.68	16.70	10.30

WAGE AREA : #143 Pierce, WA
ORDER DATE: August 8, 2003
SURVEY : #018/022-38-B