

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 9, 2004, are as follows: Average increases of 27 cents (3.1 percent) for Level 1 and 30 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 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				
SALES ASSOCIATE	393	9.33	13.51	7.16
CASHIER-CHECKER	275	7.88	14.61	7.16
CUSTOMER SERVICE ASST	71	8.15	11.64	7.16
TELLER	102	10.71	14.06	8.27
RECREATION ATTENDANT	27	8.45	10.47	7.16
NF - 2				
STORE DETECTIVE	37	11.83	16.71	8.94
ACCOUNTING TECHNICIAN	25	11.90	14.62	10.00
NF - 3				
DEPARTMENT MANAGER	138	13.22	21.85	9.25
EXECUTIVE SECRETARY	4	13.23	15.85	10.66

WAGE AREA : #143 Pierce, WA
ORDER DATE: August 6, 2004
SURVEY : #019/023-40-A