

## 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 December 4, 2004, were as follows: Average increases of 32 cents (3.6 percent) for Level 1 and 33 cents (2.8 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, 2005.

## 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>
<b>NF - 1</b>				
SALES ASSOCIATE	285	8.91	15.35	7.00
CASHIER-CHECKER	490	8.34	12.20	6.92
TELLER	375	11.21	14.75	8.36
DESK CLERK	89	9.50	10.50	8.00
<b>NF - 2</b>				
STORE DETECTIVE	16	12.22	14.00	10.30
HEAD CUSTOMER SVC ASST	24	10.10	12.65	9.00
PAYROLL CLERK	6	14.34	16.11	10.00
SECRETARY	29	13.16	19.50	9.01
ACCOUNTING TECHNICIAN	76	12.92	16.11	10.35
<b>NF - 3</b>				
DEPARTMENT MANAGER	129	11.96	16.95	8.32
EXECUTIVE SECRETARY	35	15.77	23.23	11.86
BOOKKEEPER	21	16.99	18.74	13.35

WAGE AREA : #145 Lake, IL  
ORDER DATE: October 1, 2004  
SURVEY : #020/021-40-B