

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 September 6, 1996, were as follows: Average increases of 13 cents (2.2 percent) for Level 1 and 18 cents (2.2 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 | 181 | 4.69 | 6.01 | 4.25 |
| CASHIER-CHECKER | 172 | 5.50 | 9.32 | 4.25 |
| OFFICE CASHIER | 67 | 6.62 | 11.42 | 5.04 |
| TELLER | 1196 | 5.97 | 7.71 | 4.73 |
| CLERK TYPIST | 46 | 6.45 | 8.74 | 5.10 |
| DATA ENTRY CLERK | 84 | 6.18 | 8.39 | 4.34 |
| ACCOUNTING CLERK | 42 | 6.73 | 8.98 | 4.55 |
| DESK CLERK | 43 | 7.92 | 8.92 | 6.31 |
| NF - 2 | | | | |
| PAYROLL CLERK | 49 | 7.34 | 9.96 | 5.10 |
| SECRETARY | 348 | 8.39 | 14.95 | 4.35 |
| DATA ENTRY SPECIALIST | 16 | 7.66 | 10.16 | 5.44 |
| ACCOUNTING TECHNICIAN | 263 | 8.40 | 11.45 | 5.11 |
| NF - 3 | | | | |
| EXECUTIVE SECRETARY | 207 | 10.49 | 16.40 | 4.35 |
| BOOKKEEPER | 24 | 10.12 | 12.40 | 8.27 |

WAGE AREA : #155 Guaynabo/San Juan, PR
ORDER DATE: July 2, 1996
SURVEY : #011/012-18