

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 March 14, 2004, were as follows: Average increases of 19 cents (2.3 percent) for Level 1 and 21 cents (2.0 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, 2005.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	279	7.73	8.72	7.11
CASHIER-CHECKER	318	7.42	8.78	6.31
CUSTOMER SVC ASST	67	7.82	10.00	7.05
OFFICE CASHIER	43	9.69	14.34	8.25
RECREATION ATTENDANT	64	7.32	8.01	6.51
DESK CLERK	132	8.18	10.80	7.25
NF - 2				
STORE DETECTIVE	31	8.69	12.62	7.25
HEAD CUST SERVICE ASST	29	10.44	12.95	8.15
PAYROLL CLERK	5	12.68	13.46	11.75
SECRETARY	33	11.25	12.35	9.13
DATA ENTRY SPECIALIST	33	11.11	12.78	10.61
ACCOUNTING TECHNICIAN	26	11.51	13.66	10.01
NF - 3				
DEPARTMENT MANAGER	162	10.85	12.75	9.38
EXECUTIVE SECRETARY	131	14.25	20.00	10.30
BOOKKEEPER	35	13.84	18.50	10.05

WAGE AREA : #159 Duval, Florida

ORDER DATE : January 5, 2004

SURVEY : #019/021-36