

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 next adjustments are scheduled to be effective the first day of the first pay period beginning on or after January 1, 2013. 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 next General Schedule increase is scheduled to be effective the first day of the first pay period beginning on or after January 1, 2013.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	629	9.39	13.05	7.46
CASHIER-CHECKER	550	8.37	9.63	7.30
CUSTOMER SERVICE ASST	164	8.63	9.97	7.25
OFFICE CASHIER	39	10.90	11.89	8.00
TELLER	296	11.88	12.46	11.00
DESK CLERK	89	9.44	10.27	8.98
NF - 2				
HEAD SALES PERSON	113	11.37	14.33	9.68
STORE DETECTIVE	26	9.58	10.82	9.37
HEAD CUSTOMER SVC ASST	99	11.44	12.29	10.86
SECRETARY	6	15.08	21.37	12.38
ACCOUNTING TECHNICIAN	6	13.66	14.02	13.00
NF - 3				
DEPARTMENT MANAGER	196	14.66	16.15	12.81

WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, Virginia
 ORDER DATE : May 9, 2011
 SURVEY : #026/027-49