

## 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 July 5, 1999, are as follows: Average increases of 18 cents (2.5 percent) for Level 1 and 23 cents (2.5 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, 1999.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	116	6.56	11.24	5.50
CASHIER-CHECKER	93	6.57	8.50	5.75
CUSTOMER SERVICE ASST	24	7.35	10.63	5.76
OFFICE CASHIER	8	7.64	8.57	7.00
TELLER	242	8.13	12.12	6.65
DESK CLERK	112	7.38	11.05	6.50
<b>NF - 2</b>				
HEAD SALES PERSON	26	8.23	10.63	6.15
STORE DETECTIVE	7	8.20	9.15	7.30
HEAD CUSTOMER SVC ASST	5	9.28	10.39	7.00
SECRETARY	20	9.88	12.09	7.36
DATA ENTRY SPECIALIST	36	10.31	15.44	8.62
ACCOUNTING TECHNICIAN	63	10.26	15.57	7.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	35	10.18	13.44	8.01
EXECUTIVE SECRETARY	191	12.26	17.90	8.90
BOOKKEEPER	7	11.59	13.89	10.75

WAGE AREA : #026 Cumberland, Maine

ORDER DATE : May 3, 1999

SURVEY : #014/013-23