

## 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 7, 1996, were as follows: Average increases of 16 cents (2.3 percent) for Level 1 and 22 cents (2.4 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, 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>
<b>NF - 1</b>				
SALES ASSOCIATE	60	6.20	9.17	5.35
CASHIER-CHECKER	108	6.50	11.00	5.00
OFFICE CASHIER	15	8.98	11.50	6.35
TELLER	125	8.53	10.02	7.00
CLERK TYPIST	11	8.18	8.91	7.25
ACCOUNTING CLERK	15	9.45	10.45	7.75
DESK CLERK	29	6.97	8.81	6.00
<b>NF - 2</b>				
STORE DETECTIVE	24	8.95	11.10	7.75
HEAD CUSTOMER SVC ASST	4	7.63	8.97	6.48
SECRETARY	42	10.32	11.76	8.01
DATA ENTRY SPECIALIST	7	9.27	10.63	6.81
ACCOUNTING TECHNICIAN	13	10.00	11.70	7.36
<b>NF - 3</b>				
DEPARTMENT MANAGER	39	8.10	10.90	7.66
EXECUTIVE SECRETARY	94	12.17	14.37	7.51
BOOKKEEPER	10	12.20	13.00	11.43

WAGE AREA : #039 Hampden, MA

ORDER DATE: July 1, 1996

SURVEY : #011/008-16