

## 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 20, 1997, were as follows: Average increases of 7 cents (1.0 percent) for Level 1 and 16 cents (1.7 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, 1998.

## 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>
<b>NF - 1</b>				
SALES ASSOCIATE	105	6.72	8.70	5.99
CASHIER-CHECKER	72	6.30	8.00	5.25
CUSTOMER SERVICE ASST	12	7.09	9.00	6.00
OFFICE CASHIER	11	7.52	9.15	6.00
TELLER	76	7.59	10.25	6.00
ACCOUNTING CLERK	10	9.44	10.33	7.50
DESK CLERK	47	6.78	8.00	6.00
<b>NF - 2</b>				
STORE DETECTIVE	15	8.00	8.86	6.95
SECRETARY	17	10.16	12.98	7.75
DATA ENTRY SPECIALIST	9	8.96	12.00	7.10
ACCOUNTING TECHNICIAN	40	10.47	12.51	7.51
<b>NF - 3</b>				
EXECUTIVE SECRETARY	8	12.31	15.43	8.00

WAGE AREA : #039 Hampden, Massachusetts

ORDER DATE: July 14, 1997

SURVEY : #012/009-18