

## 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 11, 2004, are as follows: Average increases of 29 cents (3.6 percent) for Level 1 and 41 cents (3.8 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, 2004.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	211	9.08	10.09	7.00
CASHIER-CHECKER	287	7.65	9.15	6.75
CUSTOMER SERVICE ASST	50	8.12	9.74	7.25
OFFICE CASHIER	7	9.80	10.71	9.31
TELLER	185	10.26	11.36	10.00
RECREATION ATTENDANT	20	8.12	10.88	7.50
DESK CLERK	73	8.38	9.30	7.03
<b>NF - 2</b>				
STORE DETECTIVE	22	9.69	12.00	8.09
PAYROLL CLERK	10	10.40	14.20	9.26
SECRETARY	33	11.64	15.02	10.44
DATA ENTRY SPECIALIST	4	13.15	13.53	12.52
ACCOUNTING TECHNICIAN	35	12.36	14.57	10.25
<b>NF - 3</b>				
DEPARTMENT MANAGER	50	11.61	11.81	10.00
EXECUTIVE SECRETARY	43	16.17	18.75	12.48
BOOKKEEPER	9	14.70	17.66	12.75

WAGE AREA : #039, Hampden, Massachusetts

ORDER DATE : July 6, 2004

SURVEY : #019/020-35