

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 December 12, 2003, were as follows: Average increases of 22 cents (2.5 percent) for Level 1 and 30 cents (2.6 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, 2004.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
NF - 1				
SALES ASSOCIATE	443	8.14	12.95	6.75
CASHIER-CHECKER	116	8.11	11.82	6.50
CUSTOMER SERVICE ASST	84	8.11	11.85	6.50
TELLER	100	10.85	13.67	8.75
RECREATION ATTENDANT	15	9.81	11.60	8.00
DESK CLERK	60	9.92	11.51	8.50
NF - 2				
HEAD SALES PERSON	78	10.34	15.05	7.50
STORE DETECTIVE	36	10.82	16.65	7.54
HEAD CUSTOMER SVC ASST	10	11.27	13.75	8.50
SECRETARY	17	13.32	18.89	9.25
ACCOUNTING TECHNICIAN	35	12.50	18.16	9.00
NF - 3				
DEPARTMENT MANAGER	84	12.89	18.25	8.00
EXECUTIVE SECRETARY	52	16.31	21.93	9.62
BOOKKEEPER	18	15.90	18.56	12.25

WAGE AREA : #073 Montgomery, Pennsylvania

ORDER DATE : October 10, 2003

SURVEY : #019/018-35