

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 January 1, 1997, were as follows: Average increases of 8 cents (1.3 percent) for Level 1 and 18 cents (2.3 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, 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>
NF - 1				
SALES ASSOCIATE	110	6.06	9.38	4.75
CASHIER-CHECKER	160	5.67	7.01	4.75
CUSTOMER SERVICE ASST	52	6.37	6.61	5.00
OFFICE CASHIER	18	7.12	8.05	5.70
TELLER	24	8.43	12.14	7.41
ACCOUNTING CLERK	9	8.61	9.86	7.96
NF - 2				
HEAD SALES PERSON	49	7.60	8.31	4.95
STORE DETECTIVE	5	7.27	7.95	6.74
HEAD CUSTOMER SVC ASST	9	7.08	8.70	6.30
ACCOUNTING TECHNICIAN	8	9.39	9.89	8.50
NF - 3				
EXECUTIVE SECRETARY	3	12.24	14.21	9.00

WAGE AREA : #076 Kent, Delaware

ORDER DATE: November 4, 1996

SURVEY : #012/014-15