

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, 1999, are as follows: Average increases of 17 cents (2.6 percent) for Level 1 and 19 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, 1999.

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	155	6.07	9.21	5.25
CASHIER-CHECKER	137	5.90	8.61	5.15
CUSTOMER SERVICE ASST	52	6.42	8.50	5.25
OFFICE CASHIER	31	7.95	9.17	7.25
TELLER	72	8.66	9.89	7.69
DESK CLERK	20	6.44	7.25	5.50
NF - 2				
STORE DETECTIVE	7	7.99	9.50	7.14
HEAD CUSTOMER SVS ASST	6	7.71	9.10	6.85
SECRETARY	6	9.61	10.74	8.00
ACCOUNTING TECHNICIAN	7	9.49	10.30	8.75
NF - 3				
DEPARTMENT MANAGER	83	8.98	11.20	6.90
BOOKKEEPER	4	12.85	16.00	10.50

WAGE AREA : #076 Kent, Delaware
ORDER DATE : November 2, 1998
SURVEY : #014/016-17