

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 17, 2004 are as follows: Average increases of 29 cents (3.8 percent) for Level 1 and 36 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

<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>
NF - 1				
SALES ASSOCIATE	309	7.79	11.39	6.15
CASHIER-CHECKER	248	7.60	9.25	6.25
CUSTOMER SERVICE ASST	60	7.39	11.99	6.35
OFFICE CASHIER	19	9.55	11.70	7.75
TELLER	62	9.44	10.53	7.07
DESK CLERK	29	8.27	10.01	7.00
NF - 2				
STORE DETECTIVE	23	7.84	10.90	6.50
SECRETARY	10	10.85	11.80	10.58
ACCOUNTING TECHNICIAN	12	12.31	13.22	10.19
NF - 3				
DEPARTMENT MANAGER	21	12.23	14.00	8.55

WAGE AREA : #076 Kent, Delaware
 ORDER DATE : November 3, 2003
 SURVEY : #019/024-27