

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 July 8, 1999, were as follows: Average increases of 14 cents (2.1 percent) for Level 1 and 12 cents (1.3 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 is effective the first day of the first pay period beginning on or after January 1, 2000.

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	228	6.30	8.23	5.75
CASHIER-CHECKER	189	6.31	11.00	5.51
CUSTOMER SERVICE ASST	19	6.02	6.10	6.00
OFFICE CASHIER	21	9.43	10.66	6.65
TELLER	46	7.59	8.96	6.55
DESK CLERK	36	6.63	8.25	6.00
NF - 2				
STORE DETECTIVE	5	8.55	9.45	7.84
HEAD CUSTOMER SVC ASST	10	8.49	9.50	7.59
PAYROLL CLERK	30	11.51	13.82	10.00
SECRETARY	19	10.29	11.11	8.22
DATA ENTRY SPECIALIST	6	8.73	10.00	7.45
ACCOUNTING TECHNICIAN	87	11.04	11.96	9.00
NF - 3				
EXECUTIVE SECRETARY	34	11.54	12.38	8.75
BOOKKEEPER	13	10.98	13.33	8.75

WAGE AREA : #092 Cumberland, Pennsylvania
ORDER DATE: May 4, 1999
SURVEY : #014-013-25