AC - 092

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 3, 2003, are as follows: Average increases of 31 cents (4.1 percent) for Level 1 and 33 cents (3.3 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, 2003.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE HIGH	RANGE LOW
NF - 1				
SALES ASSOCIATE	183	7.17	12.97	6.00
CASHIER-CHECKER	303	7.67	10.08	6.50
CUSTOMER SVC ASST	10	8.53	9.05	8.10
OFFICE CASHIER	13	9.85	10.95	7.85
DESK CLERK	110	8.28	8.75	6.95
NF - 2				
STORE DETECTIVE	5	10.93	15.33	8.25
HEAD CUST SERVICE ASST	19	10.08	11.25	8.47
SECRETARY	60	11.85	16.65	8.58
DATA ENTRY SPECIALIST	52	11.12	13.60	10.27
ACCOUNTING TECHNICIAN	35	12.87	15.15	10.01
NF - 3				
DEPARTMENT MANAGER	80	11.23	13.12	9.00
EXECUTIVE SECRETARY	14	14.24	18.58	10.65
BOOKKEEPER	13	14.47	16.36	14.01

WAGE AREA : #092 Cumberland, Pennsylvania
ORDER DATE : May 1, 2003
SURVEY : #018/017-33