

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 15, 2004, are as follows: Average increases of 31 cents (3.9 percent) for Level 1 and 41 cents (4.0 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

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
NF - 1				
SALES ASSOCIATE	175	7.74	11.50	6.25
CASHIER-CHECKER	375	7.69	10.25	6.00
CUSTOMER SVC ASST	51	8.06	11.50	6.50
OFFICE CASHIER	6	9.27	11.88	7.75
TELLER	73	9.47	13.65	8.48
DESK CLERK	90	8.23	9.96	7.00
NF - 2				
STORE DETECTIVE	12	9.84	12.00	8.25
HEAD CUST SVC ASST	6	10.87	14.33	8.39
SECRETARY	47	12.44	15.37	10.00
ACCOUNTING TECHNICIAN	30	12.48	16.60	9.50
NF - 3				
DEPARTMENT MANAGER	104	10.86	14.20	7.50
EXECUTIVE SECRETARY	125	15.27	25.75	10.40
BOOKKEEPER	21	12.61	15.65	11.16

WAGE AREA : #092 Cumberland, Pennsylvania
ORDER DATE : May 10, 2004
SURVEY : #019/018-36