

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 were as follows: Average increases of 25 cents (3.3 percent) for Level 1 and 31 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 is 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	279	7.78	9.37	6.56
CASHIER-CHECKER	393	6.70	8.25	6.24
CUSTOMER SERVICE ASST	40	7.89	8.74	6.46
OFFICE CASHIER	18	9.01	9.50	7.83
TELLER	189	9.52	9.72	8.72
RECREATION ATTENDANT	24	7.90	10.00	6.46
DESK CLERK	49	7.96	8.20	7.88
NF - 2				
STORE DETECTIVE	21	8.98	12.23	7.93
HEAD CUSTOMER SVC ASST	11	9.42	13.86	6.50
PAYROLL CLERK	8	12.51	15.60	8.25
SECRETARY	17	12.16	15.01	10.05
ACCOUNTING TECHNICIAN	22	11.46	14.60	7.25
NF - 3				
DEPARTMENT MANAGER	102	11.12	12.00	9.92
EXECUTIVE SECRETARY	4	14.98	15.83	14.50
BOOKKEEPER	4	17.61	20.00	14.91

WAGE AREA : #093 York, PA

ORDER DATE : May 1, 2003

SURVEY : #018/017-35