

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 March 18, 1999, were as follows: Average increases of 20 cents (3.0 percent) for Level 1 and 21 cents (2.5 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	66	6.72	7.95	5.35
CASHIER-CHECKER	67	6.05	7.75	5.15
CUSTOMER SERVICE ASST	23	6.69	7.27	5.75
OFFICE CASHIER	6	7.79	9.62	6.25
TELLER	95	7.89	9.50	6.20
DESK CLERK	14	6.45	7.50	5.50
NF - 2				
HEAD CUSTOMER SVC ASST	6	9.48	12.40	7.60
SECRETARY	6	8.46	9.54	6.77
ACCOUNTING TECHNICIAN	12	9.55	10.29	8.82
NF - 3				
DEPARTMENT MANAGER	28	8.58	11.80	8.00

WAGE AREA : #094 Franklin, Pennsylvania

ORDER DATE : January 11, 1999

SURVEY : #014/014-23