

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 April 18, 2003, were as follows: Average increases of 34 cents (4.2 percent) for Level 1 and 41 cents (3.9 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

<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	474	7.92	9.72	7.21
CASHIER-CHECKER	205	6.67	8.00	6.14
TELLER	510	9.26	11.12	8.75
DESK CLERK	122	8.22	8.62	8.00
NF - 2				
STORE DETECTIVE	25	9.11	10.18	8.55
PAYROLL CLERK	18	13.21	14.25	11.25
SECRETARY	24	11.33	13.42	8.24
DATA ENTRY SPECIALIST	39	10.05	13.27	7.75
ACCOUNTING TECHNICIAN	51	11.24	14.25	9.62
NF - 3				
DEPARTMENT MANAGER	20	10.57	11.50	9.56
EXECUTIVE SECRETARY	15	14.39	18.57	12.88

WAGE AREA : #098 Shelby, TN
ORDER DATE: February 10, 2003
SURVEY : #018/016-32