

## 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 15, 2005, were as follows: Average increases of 30 cents (3.4 percent) for Level 1 and 31 cents (2.8 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, 2006.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	922	9.30	12.09	6.40
CASHIER-CHECKER	630	8.43	9.50	7.00
CUSTOMER SERVICE ASST	55	8.46	9.73	7.35
OFFICE CASHIER	21	10.51	11.69	9.50
TELLER	626	10.52	11.12	10.14
DESK CLERK	250	8.85	9.80	7.67
<b>NF - 2</b>				
STORE DETECTIVE	26	10.14	12.79	9.19
HEAD CUSTOMER SVC ASST	39	11.40	12.57	10.09
PAYROLL CLERK	5	14.19	15.33	11.58
SECRETARY	13	11.34	11.80	11.02
DATA ENTRY SPECIALIST	25	11.90	13.88	10.43
ACCOUNTING TECHNICIAN	100	12.88	13.48	10.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	273	12.91	15.50	10.51
EXECUTIVE SECRETARY	120	13.92	17.80	11.96

WAGE AREA : #098 Shelby, TN  
ORDER DATE: February 7, 2005  
SURVEY : #020/018-37