

## 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 May 13, 2004, were as follows: Average increases of 27 cents (3.4 percent) for Level 1 and 39 cents (3.8 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, 2005.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	385	8.03	12.29	6.75
CASHIER-CHECKER	304	7.65	10.51	6.00
CUSTOMER SERVICE ASST	56	6.95	10.81	6.00
DESK CLERK	18	7.77	9.00	7.00
<b>NF - 2</b>				
STORE DETECTIVE	20	9.83	15.82	7.40
PAYROLL CLERK	6	12.52	14.51	10.55
SECRETARY	18	12.01	14.91	10.25
DATA ENTRY SPECIALIST	18	11.28	13.00	9.00
ACCOUNTING TECHNICIAN	20	11.95	15.00	10.02
<b>NF - 3</b>				
BOOKKEEPER	5	13.78	14.50	13.45

WAGE AREA : #103 Orange, New York

ORDER DATE : March 8, 2004

SURVEY : #019/016-36