

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 27, 1996, were as follows: Average increases of 9 cents (1.6 percent) for Level 1 and 17 cents (2.4 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, 1997.

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	170	5.71	7.43	5.00
CASHIER-CHECKER	271	5.30	7.50	4.50
CUSTOMER SERVICE ASST	49	6.14	8.45	5.00
OFFICE CASHIER	8	6.09	6.50	4.75
TELLER	99	7.72	11.78	6.36
DESK CLERK	74	5.50	6.76	4.50
NF - 2				
STORE DETECTIVE	7	7.61	10.00	6.35
SECRETARY	9	7.22	8.70	6.02
ACCOUNTING TECHNICIAN	21	7.48	9.54	5.70
NF - 3				
DEPARTMENT MANAGER	142	7.66	8.30	6.10
EXECUTIVE SECRETARY	5	9.74	11.83	7.05
BOOKKEEPER	4	10.25	11.97	9.00

WAGE AREA : #108 Cumberland, NC

ORDER DATE: May 20, 1996

SURVEY : #011/011-16