

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 25, 1998, were as follows: Average increases of 23 cents (3.8 percent) for Level 1 and 27 cents (3.6 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, 1999.

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	197	6.06	7.80	5.25
CASHIER-CHECKER	795	5.69	8.00	5.15
CUSTOMER SERVICE ASST	24	6.05	7.67	5.50
OFFICE CASHIER	5	8.96	10.00	8.30
TELLER	187	8.29	10.88	7.00
ACCOUNTING CLERK	3	8.64	10.00	7.77
DESK CLERK	43	5.75	7.00	5.26
NF - 2				
STORE DETECTIVE	13	8.06	9.32	6.43
HEAD CUSTOMER SVC ASST	20	6.68	8.55	6.20
SECRETARY	8	7.72	8.56	6.51
ACCOUNTING TECHNICIAN	22	8.34	11.60	6.00
NF - 3				
DEPARTMENT MANAGER	49	8.62	8.84	8.50
EXECUTIVE SECRETARY	5	10.09	11.78	9.02
BOOKKEEPER	5	12.06	12.50	11.02

WAGE AREA : #108 Cumberland, North Carolina
ORDER DATE: May 18, 1998
SURVEY : #013/014-21