

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 24, 1999, are as follows: Average increases of 19 cents (3.0 percent) for Level 1 and 22 cents (2.9 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 was 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	240	6.38	6.75	6.00
CASHIER-CHECKER	601	5.76	7.26	5.25
CUSTOMER SERVICE ASST	43	6.76	9.60	5.80
OFFICE CASHIER	12	6.81	7.28	5.50
TELLER	109	8.64	9.58	8.13
DESK CLERK	84	6.27	7.62	5.15
NF - 2				
STORE DETECTIVE	15	8.62	9.74	7.20
HEAD CUSTOMER SVC ASST	15	7.11	8.40	6.52
ACCOUNTING TECHNICIAN	13	9.39	12.30	7.99
NF - 3				
DEPARTMENT MANAGER	111	8.51	9.12	8.18
BOOKKEEPER	4	11.63	12.50	9.52

WAGE AREA : #108 Cumberland, NC
ORDER DATE: May 17, 1999
SURVEY : #014/015-22