

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 17, 2004, were as follows: Average increases of 30 cents (3.8 percent) for Level 1 and 42 cents (4.1 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

<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	338	9.18	21.51	6.90
CASHIER-CHECKER	276	7.06	11.00	6.00
CUSTOMER SERVICE ASST	56	7.61	10.15	6.50
TELLER	159	9.33	13.40	7.50
DESK CLERK	73	8.12	9.75	7.00
NF - 2				
STORE DETECTIVE	33	8.40	11.25	6.70
HEAD CUSTOMER SVC ASST	7	9.50	10.00	8.91
SECRETARY	17	11.36	14.10	9.00
ACCOUNTING TECHNICIAN	26	10.88	13.10	8.25
NF - 3				
DEPARTMENT MANAGER	75	10.46	14.05	7.75
EXECUTIVE SECRETARY	10	13.83	16.21	10.00
BOOKKEEPER	95	13.35	19.18	12.87

WAGE AREA : #110 Richland, SC
ORDER DATE: May 14, 2004
SURVEY : #019/019-36