

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 11, 1997, were as follows: Average increases of 6 cents (1.0 percent) for Level 1 and 14 cents (1.8 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, 1998.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
NF - 1				
SALES ASSOCIATE	362	5.92	12.74	4.75
CASHIER-CHECKER	297	5.13	6.51	4.75
CUSTOMER SERVICE ASST	49	6.01	9.07	4.80
OFFICE CASHIER	20	6.63	10.50	4.75
TELLER	111	7.48	8.70	6.00
ACCOUNTING CLERK	33	8.75	11.30	7.23
RECREATION ATTENDANT	9	5.83	7.21	5.00
DESK CLERK	200	5.97	8.61	5.00
NF - 2				
HEAD SALES PERSON	71	7.35	9.85	5.00
STORE DETECTIVE	16	7.57	9.00	5.98
HEAD CUSTOMER SVC ASST	8	7.18	9.27	5.20
PAYROLL CLERK	13	8.25	9.79	7.98
SECRETARY	18	8.14	9.42	5.81
DATA ENTRY SPECIALIST	15	8.16	9.01	7.64
ACCOUNTING TECHNICIAN	53	8.58	11.25	6.75
NF - 3				
EXECUTIVE SECRETARY	24	10.55	15.43	8.00

WAGE AREA : #111 Norfolk/Portsmouth/VA Beach, Virginia
ORDER DATE: May 9, 1997
SURVEY : 012/013-19