

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 10, 1998, were as follows: Average increases of 33 cents (5.5 percent) for Level 1 and 24 cents (3.0 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</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	281	6.08	9.45	5.15
CASHIER-CHECKER	362	5.93	7.75	5.15
CUSTOMER SERVICE ASST	11	5.87	6.50	5.35
OFFICE CASHIER	19	6.55	8.65	5.50
TELLER	128	7.66	10.72	7.00
DATA ENTRY CLERK	15	7.17	8.02	6.00
ACCOUNTING CLERK	22	7.98	8.18	6.50
RECREATION ATTENDANT	9	6.86	7.50	6.00
DESK CLERK	277	6.26	8.01	5.17
NF - 2				
HEAD SALES PERSON	134	7.01	9.81	6.00
STORE DETECTIVE	32	7.87	9.17	6.75
HEAD CUSTOMER SVC ASST	11	8.34	9.00	6.40
PAYROLL CLERK	12	8.33	10.00	7.50
SECRETARY	95	9.39	12.02	6.50
ACCOUNTING TECHNICIAN	65	8.82	11.59	6.70
NF - 3				
DEPARTMENT MANAGER	38	9.85	12.00	8.00
EXECUTIVE SECRETARY	44	11.02	13.50	9.12
BOOKKEEPER	13	10.35	13.47	8.20

WAGE AREA : #111 Norfolk/Portsmouth/VA Beach, Virginia
ORDER DATE: May 8, 1998
SURVEY : 013/014-21