

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 9, 2004, were as follows: Average increases of 22 cents (2.9 percent) for Level 1 and 30 cents (3.1 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</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	640	7.78	16.08	5.50
CASHIER-CHECKER	679	6.86	11.97	5.50
CUSTOMER SERVICE ASST	50	8.24	13.15	6.50
OFFICE CASHIER	30	9.49	12.45	6.50
TELLER	385	9.52	14.42	7.60
RECREATION ATTENDANT	25	7.42	9.01	6.00
DESK CLERK	224	7.58	9.50	6.50
NF - 2				
HEAD SALES PERSON	45	10.06	13.35	7.60
STORE DETECTIVE	38	9.01	14.70	7.60
HEAD CUSTOMER SVC ASST	23	10.97	13.18	7.33
PAYROLL CLERK	9	10.26	11.42	9.41
SECRETARY	58	11.85	17.79	8.64
DATA ENTRY SPECIALIST	13	10.14	15.42	7.63
ACCOUNTING TECHNICIAN	52	11.26	13.90	8.75
NF - 3				
DEPARTMENT MANAGER	117	11.18	15.35	7.30
EXECUTIVE SECRETARY	23	14.13	17.69	11.50
BOOKKEEPER	6	14.14	17.50	10.35

WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, Virginia
ORDER DATE : May 7, 2004
SURVEY : #019/020-36