

## 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 8, 2005, are as follows: Average increases of 22 cents (2.8 percent) for Level 1 and 29 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, 2005.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	649	8.27	11.32	6.35
CASHIER-CHECKER	509	6.99	9.00	5.41
CUSTOMER SERVICE ASST	75	7.99	8.60	7.00
OFFICE CASHIER	28	9.55	13.82	7.75
TELLER	450	9.92	12.62	8.96
DESK CLERK	318	7.78	8.90	7.02
<b>NF - 2</b>				
HEAD SALES PERSON	32	9.57	10.33	9.16
STORE DETECTIVE	36	9.51	15.10	7.83
HEAD CUSTOMER SVC ASST	23	11.24	12.52	8.47
PAYROLL CLERK	8	12.95	19.78	9.96
SECRETARY	65	12.67	16.21	8.15
DATA ENTRY SPECIALIST	13	9.58	11.25	8.70
ACCOUNTING TECHNICIAN	55	11.97	15.09	7.75
<b>NF - 3</b>				
DEPARTMENT MANAGER	102	11.71	13.02	8.25
EXECUTIVE SECRETARY	43	17.51	25.96	12.00

WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, Virginia

ORDER DATE : May 3, 2005

SURVEY : #020/021-37