

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, 1997, were as follows: Average increases of 17 cents (2.9 percent) for Level 1 and 23 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, 1997.

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	413	6.25	9.00	4.75
CASHIER-CHECKER	63	6.34	8.84	4.75
CUSTOMER SERVICE ASST	47	6.38	7.57	5.00
OFFICE CASHIER	11	6.78	8.32	5.20
TELLER	106	7.82	8.39	7.02
DESK CLERK	95	6.00	7.12	5.25
NF - 2				
HEAD SALES PERSON	51	7.23	9.73	5.65
STORE DETECTIVE	17	7.83	9.10	6.85
HEAD CUSTOMER SVC ASST	21	7.37	8.06	5.70
SECRETARY	27	8.80	10.76	6.95
ACCOUNTING TECHNICIAN	14	8.96	10.26	6.50
NF - 3				
EXECUTIVE SECRETARY	21	10.32	13.93	8.00

WAGE AREA : #112 Newport News/Hampton, VA
ORDER DATE: May 8, 1997
SURVEY : #012/013-18