

## 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 17, 2004, were as follows: Average increases of 30 cents (4.0 percent) for Level 1 and 39 cents (4.0 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, 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>
<b>NF - 1</b>				
SALES ASSOCIATE	69	8.49	11.70	6.50
CASHIER-CHECKER	249	6.86	9.92	5.62
CUSTOMER SERVICE ASST	27	7.18	9.24	5.75
OFFICE CASHIER	5	8.08	9.30	6.25
TELLER	154	9.59	14.87	8.00
RECREATION ATTENDANT	9	7.44	9.00	6.75
DESK CLERK	102	8.13	10.05	7.02
<b>NF - 2</b>				
STORE DETECTIVE	7	9.82	11.34	8.01
HEAD CUSTOMER SVC ASST	5	8.91	10.83	7.80
PAYROLL CLERK	8	12.02	15.90	8.85
SECRETARY	16	10.93	13.00	8.85
ACCOUNTING TECHNICIAN	73	10.03	12.54	8.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	94	11.85	14.80	7.50
EXECUTIVE SECRETARY	20	12.60	19.35	9.50

**WAGE AREA : #112 Newport News/Hampton, VA**  
**ORDER DATE: May 14, 2004**  
**SURVEY : #019/020-36**