

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 October 9, 2004, were as follows: Average increases of 27 cents (3.0 percent) for Level 1 and 37 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	438	8.41	9.50	6.00
CASHIER-CHECKER	1318	7.94	13.38	5.25
CUSTOMER SERVICE ASST	200	8.57	13.50	6.00
OFFICE CASHIER	51	11.80	15.50	8.80
TELLER	1725	11.11	18.43	8.80
DESK CLERK	197	9.53	12.00	8.50
NF - 2				
STORE DETECTIVE	84	10.10	15.20	7.00
HEAD CUSTOMER SVC ASST	22	11.71	11.95	11.00
SECRETARY	129	15.67	20.43	10.50
ACCOUNTING TECHNICIAN	112	15.07	18.66	12.00
NF - 3				
DEPARTMENT MANAGER	347	12.78	16.50	9.00
EXECUTIVE SECRETARY	124	18.13	29.83	12.15
BOOKKEEPER	22	13.74	17.46	12.00

WAGE AREA : #127 PG/Montgomery, MD

ORDER DATE: August 6, 2004

SURVEY : #019/017-35