

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 November 14, 1998, were as follows: Average increases of 20 cents (2.5 percent) for Level 1 and 24 cents (2.3 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, 1999.

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	736	7.48	12.68	5.25
CASHIER-CHECKER	426	7.22	11.75	5.25
CUSTOMER SERVICE ASST	21	8.73	12.05	6.75
OFFICE CASHIER	12	8.47	8.85	7.65
TELLER	398	9.51	14.95	8.22
DESK CLERK	412	8.99	12.26	6.50
NF - 2				
HEAD SALES PERSON	71	8.76	11.50	5.95
STORE DETECTIVE	38	9.70	13.00	8.00
PAYROLL CLERK	8	12.00	12.33	9.99
SECRETARY	101	11.99	14.50	9.25
ACCOUNTING TECHNICIAN	147	10.78	15.93	6.50
NF - 3				
DEPARTMENT MANAGER	186	11.27	15.13	7.00
EXECUTIVE SECRETARY	31	13.89	17.07	11.90
BOOKKEEPER	29	13.43	16.75	11.00

WAGE AREA : #138 Middlesex, MA
ORDER DATE: September 8, 1998
SURVEY : #013/011-22