

## 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 was effective the first day of the first pay period beginning on or after January 1, 1999.

## SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY<br/>JOB TITLE</u> | <u>WEIGHTED<br/>MATCHES</u> | <u>AVERAGE</u> | <u>RANGE</u> |            |
|-----------------------------|-----------------------------|----------------|--------------|------------|
|                             |                             |                | <u>HIGH</u>  | <u>LOW</u> |
| <b>NF - 1</b>               |                             |                |              |            |
| 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       |
| <b>NF - 2</b>               |                             |                |              |            |
| 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       |
| <b>NF - 3</b>               |                             |                |              |            |
| 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 : #013/011-23