

## 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 December 12, 1996, were as follows: Average increases of 17 cents (2.7 percent) for Level 1 and 21 cents (2.6 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, 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>
<b>NF - 1</b>				
SALES ASSOCIATE	87	6.12	10.80	4.80
CASHIER-CHECKER	79	5.85	7.85	4.75
CUSTOMER SERVICE ASST	15	6.88	8.15	5.40
OFFICE CASHIER	21	6.95	8.10	6.51
DESK CLERK	26	5.88	7.75	5.00
<b>NF - 2</b>				
SECRETARY	6	8.62	9.24	7.00
ACCOUNTING TECHNICIAN	7	10.87	12.70	7.93
<b>NF - 3</b>				
DEPARTMENT MANAGER	23	8.54	12.40	6.05

**WAGE AREA : #148 Harford, Maryland**

**ORDER DATE: October 10, 1996**

**SURVEY : #012/011-16**