

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 11, 1997, were as follows: Average increases of 17 cents (2.7 percent) for Level 1 and 15 cents (1.8 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	79	6.01	7.05	5.15
CASHIER-CHECKER	74	6.02	7.50	5.25
CUSTOMER SERVICE ASST	25	6.42	7.55	5.25
OFFICE CASHIER	15	7.75	8.85	7.50
DESK CLERK	22	6.10	8.25	5.50
<b>NF - 2</b>				
SECRETARY	4	8.04	9.00	7.40
<b>NF - 3</b>				
DEPARTMENT MANAGER	30	8.30	12.20	6.50

WAGE AREA : #148 Harford, MD  
ORDER DATE: October 6, 1997  
SURVEY : #013/013-18