

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 16, 2004 are as follows: Average increases of 24 cents (3.0 percent) for Level 1 and 31 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 was effective the first day of the first pay period beginning on or after January 1, 2004.

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	156	8.02	12.20	6.00
CASHIER-CHECKER	140	7.32	9.62	5.50
CUSTOMER SERVICE ASST	38	8.33	11.81	6.55
OFFICE CASHIER	17	10.85	13.40	9.48
TELLER	100	9.78	13.00	8.32
DESK CLERK	38	8.37	11.16	7.01
NF - 2				
HEAD SALES PERSON	24	9.53	10.75	8.25
STORE DETECTIVE	5	9.19	10.45	7.10
HEAD CUSTOMER SVC ASST	9	9.93	12.15	8.69
SECRETARY	7	11.35	14.00	9.01
ACCOUNTING TECHNICIAN	5	11.93	14.20	10.01
NF - 3				
EXECUTIVE SECRETARY	5	17.04	18.56	15.57

WAGE AREA : #148 Harford, Maryland

ORDER DATE : October 12, 2004

SURVEY : #020/021-35