

## 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 September 13, 2003, were as follows: Average increases of 18 cents (2.6 percent) for Level 1 and 28 cents (3.0 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, 2004.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	781	6.61	10.35	5.25
CASHIER-CHECKER	707	5.58	10.29	5.25
CUSTOMER SERVICE ASST	17	6.58	7.70	6.15
OFFICE CASHIER	13	7.31	9.80	5.80
TELLER	985	8.20	11.92	6.67
DATA ENTRY CLERK	34	7.21	9.33	5.75
ACCOUNTING CLERK	42	7.95	9.97	6.58
DESK CLERK	50	7.55	10.37	6.34
<b>NF - 2</b>				
STORE DETECTIVE	51	7.06	11.38	5.80
HEAD CUSTOMER SVC ASST	13	8.67	12.58	6.75
PAYROLL CLERK	35	10.53	15.12	6.42
SECRETARY	312	10.69	15.43	6.10
DATA ENTRY SPECIALIST	49	7.66	9.94	6.50
ACCOUNTING TECHNICIAN	356	10.20	17.87	5.25
<b>NF - 3</b>				
DEPARTMENT MANAGER	69	8.53	12.60	5.80
EXECUTIVE SECRETARY	103	13.12	21.72	7.19
BOOKKEEPER	32	10.71	11.60	9.29

WAGE AREA : #155 San Juan/Guaynabo, Puerto Rico  
ORDER DATE: July 7, 2003  
SURVEY : #018/019-35