

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 March 22, 1997, were as follows: Average increases of 15 cents (2.2 percent) for Level 1 and 18 cents (2.2 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, 1998.

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>
NF - 1				
SALES ASSOCIATE	84	6.98	10.89	6.00
CASHIER-CHECKER	205	6.23	9.05	5.00
TELLER	437	8.89	10.34	7.35
DESK CLERK	33	6.48	7.99	5.86
NF - 2				
HEAD SALES PERSON	123	6.49	6.59	5.77
STORE DETECTIVE	16	8.07	9.75	7.00
HEAD CUSTOMER SVC ASST	19	8.73	11.30	6.85

WAGE AREA : #162 Macomb, Michigan

ORDER DATE: January 17, 1997

SURVEY : #012/009-19