

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 21, 1998, were as follows: Average increases of 19 cents (2.8 percent) for Level 1 and 21 cents (2.5 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, 1999.

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 | 85 | 7.17 | 11.61 | 6.00 |
| CASHIER-CHECKER | 233 | 6.57 | 9.55 | 5.50 |
| TELLER | 225 | 8.72 | 10.69 | 7.25 |
| DESK CLERK | 30 | 6.63 | 7.99 | 5.86 |
| NF - 2 | | | | |
| HEAD SALES PERSON | 109 | 6.97 | 7.18 | 5.77 |
| STORE DETECTIVE | 17 | 7.85 | 10.07 | 7.08 |
| HEAD CUST SVC ASST | 17 | 8.85 | 11.98 | 6.85 |

WAGE AREA : #162 Macomb, Michigan
ORDER DATE: January 16, 1998
SURVEY : #013/010-21