

**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 July 11, 2014, are as follows: Average increases of 10 cents (1.0 percent) for Level 1 and 12 cents (1.0 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 was effective the first day of the first pay period beginning on or after January 1, 2014.

**SURVEY SUMMARY BY PAY LEVEL**

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>HIGH</u>	<u>RANGE LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	1168	9.96	19.89	7.25
CASHIER-CHECKER	810	8.86	22.01	7.25
CUSTOMER SERVICE ASST	145	9.08	15.00	7.65
OFFICE CASHIER	25	10.44	14.20	7.75
TELLER	190	12.03	17.33	10.06
RECREATION ATTENDANT	40	8.57	12.51	7.25
DESK CLERK	97	9.01	11.62	8.00
<b>NF - 2</b>				
HEAD SALES PERSON	142	13.33	19.73	9.35
STORE DETECTIVE	48	10.96	17.28	9.35
HEAD CUSTOMER SVC ASST	70	13.05	19.69	9.35
SECRETARY	28	12.36	19.44	9.30
ACCOUNTING TECHNICIAN	22	14.41	18.50	11.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	231	15.50	25.11	9.35
EXECUTIVE SECRETARY	4	19.86	21.44	17.69
BOOKKEEPER	8	12.67	14.51	10.45

**WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, Virginia**  
**ORDER DATE : May 5, 2014**  
**SURVEY : #029/030-53**