

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 next adjustments are scheduled to be effective the first day of the first pay period beginning on or after January 1, 2013. 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 next General Schedule increase is scheduled to be effective the first day of the first pay period beginning on or after January 1, 2013.

SURVEY SUMMARY BY PAY LEVEL

| SURVEY<br>JOB TITLE    | WEIGHTED<br>MATCHES | AVERAGE | RANGE |       |
|------------------------|---------------------|---------|-------|-------|
|                        |                     |         | HIGH  | LOW   |
| <b>NF - 1</b>          |                     |         |       |       |
| SALES ASSOCIATE        | 2231                | 9.46    | 14.92 | 7.25  |
| CASHIER-CHECKER        | 1269                | 8.88    | 11.58 | 7.25  |
| CUSTOMER SERVICE ASST  | 230                 | 10.21   | 11.78 | 7.25  |
| OFFICE CASHIER         | 39                  | 11.87   | 15.21 | 7.75  |
| TELLER                 | 468                 | 12.58   | 18.66 | 9.90  |
| ACCOUNTING CLERK       | 12                  | 11.62   | 12.40 | 11.05 |
| RECREATION ATTENDANT   | 70                  | 8.47    | 9.00  | 7.25  |
| DESK CLERK             | 273                 | 10.09   | 13.87 | 8.50  |
| <b>NF - 2</b>          |                     |         |       |       |
| HEAD SALES PERSON      | 405                 | 12.07   | 15.76 | 8.20  |
| HEAD CUSTOMER SVC ASST | 136                 | 12.38   | 15.47 | 11.21 |
| SECRETARY              | 58                  | 14.58   | 20.19 | 10.35 |
| ACCOUNTING TECHNICIAN  | 76                  | 14.66   | 20.49 | 12.68 |
| <b>NF - 3</b>          |                     |         |       |       |
| DEPARTMENT MANAGER     | 466                 | 14.39   | 18.98 | 9.50  |
| EXECUTIVE SECRETARY    | 57                  | 18.28   | 23.60 | 12.82 |
| BOOKKEEPER             | 7                   | 16.72   | 19.16 | 14.44 |

WAGE AREA : #119 Hillsborough, Florida  
 ORDER DATE : January 14, 2011  
 SURVEY : #026/025-54