

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 November 14, 2009, were as follows: Average increases of 18 cents (1.9 percent) for Level 1 and 27 cents (2.3 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, 2010.

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	875	9.59	18.00	8.00
CASHIER-CHECKER	522	9.26	12.79	8.00
CUSTOMER SERVICE ASST	129	9.32	14.42	8.00
OFFICE CASHIER	34	10.42	14.72	8.00
TELLER	301	10.96	16.48	9.48
RECREATION ATTENDANT	10	9.91	13.40	8.50
DESK CLERK	70	8.99	10.70	8.00
NF - 2				
HEAD SALES PERSON	85	12.59	19.06	8.00
HEAD CUSTOMER SVC ASST	48	12.00	18.53	8.44
PAYROLL CLERK	6	14.71	19.83	12.51
SECRETARY	14	14.31	20.00	11.51
ACCOUNTING TECHNICIAN	46	14.18	20.84	9.51
NF - 3				
DEPARTMENT MANAGER	184	14.67	19.53	11.30
EXECUTIVE SECRETARY	8	17.77	19.85	13.50
BOOKKEEPER	16	16.51	20.64	13.76

WAGE AREA : #010 Kern, CA
ORDER DATE: September 8, 2009
SURVEY : #924/030-52