

## 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 April 5, 2008, were as follows: Average increases of 21 cents (2.3 percent) for Level 1 and 27 cents (2.1 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, 2009.

## 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>
<b>NF - 1</b>				
SALES ASSOCIATE	2140	9.48	13.00	8.08
CASHIER-CHECKER	1306	8.56	11.75	8.00
CUSTOMER SVC ASST	139	9.36	11.00	8.13
OFFICE CASHIER	22	10.80	13.87	9.08
RECREATION ATTENDANT	29	8.48	9.40	8.04
<b>NF - 2</b>				
HEAD SALES PERSON	39	12.11	12.66	10.20
STORE DETECTIVE	27	12.40	13.50	9.50
HEAD CUSTOMER SVC ASST	117	12.70	14.45	10.43
SECRETARY	29	15.04	20.09	12.51
ACCOUNTING TECHNICIAN	17	13.39	14.75	12.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	141	13.07	17.79	9.60
EXECUTIVE SECRETARY	17	18.58	23.64	15.64
BOOKKEEPER	26	20.77	21.79	16.19

**WAGE AREA : #002 Sacramento, California**  
**ORDER DATE : February 1, 2008**  
**SURVEY : #023/030-55-B**