

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 27 cents (2.9 percent) for Level 1 and 31 cents (2.7 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 JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	706	9.62	12.71	8.00
CASHIER-CHECKER	747	8.88	10.14	8.00
CUSTOMER SERVICE ASST	85	9.35	11.38	8.26
OFFICE CASHIER	15	9.12	11.25	8.33
TELLER	193	11.52	14.41	9.57
RECREATION ATTENDANT	17	8.87	9.50	8.15
DESK CLERK	51	8.60	9.74	8.00
<b>NF - 2</b>				
HEAD SALES PERSON	30	10.56	11.56	9.00
HEAD CUSTOMER SVC ASST	27	11.51	11.99	10.50
SECRETARY	19	15.25	23.30	10.41
ACCOUNTING TECHNICIAN	15	13.29	15.20	12.16
<b>NF - 3</b>				
DEPARTMENT MANAGER	75	13.46	14.12	11.50

WAGE AREA : #010 Kern, CA  
 ORDER DATE: February 1, 2008  
 SURVEY : #023/028-49