

## 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 18, 2009, are as follows: Average increases of 22 cents (2.3 percent) for Level 1 and 32 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 was 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	835	9.58	20.00	8.00
CASHIER-CHECKER	785	9.31	19.76	8.00
CUSTOMER SERVICE ASST	98	9.46	12.00	8.00
OFFICE CASHIER	27	9.89	14.72	8.00
TELLER	357	11.05	14.00	9.50
RECREATION ATTENDANT	18	9.28	13.40	8.50
DESK CLERK	84	8.58	9.50	8.00
<b>NF - 2</b>				
HEAD SALES PERSON	48	9.86	13.21	8.00
STORE DETECTIVE	6	10.67	13.00	9.00
HEAD CUSTOMER SVC ASST	53	11.71	17.93	8.44
PAYROLL CLERK	17	16.01	19.76	11.86
SECRETARY	16	12.53	14.00	10.54
ACCOUNTING TECHNICIAN	75	13.51	17.77	8.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	163	14.02	18.74	11.60
EXECUTIVE SECRETARY	7	17.38	18.67	15.22

WAGE AREA : #010 Kern, CA  
ORDER DATE: February 9, 2009  
SURVEY : #024/029-50