

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 May 8, 2008, were as follows: Average increases of 28 cents (2.6 percent) for Level 1 and 47 cents (3.3 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, 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>
NF - 1				
SALES ASSOCIATE	851	10.49	15.20	8.25
CASHIER-CHECKER	994	9.06	16.62	7.00
CUSTOMER SERVICE ASST	208	10.25	13.25	9.12
OFFICE CASHIER	23	11.66	13.99	9.62
TELLER	618	11.37	14.40	10.17
ACCOUNTING CLERK	27	13.04	15.09	9.50
DESK CLERK	382	10.27	13.20	9.25
NF - 2				
HEAD SALES PERSON	52	11.55	12.81	10.18
STORE DETECTIVE	22	11.85	14.95	10.00
HEAD CUSTOMER SVC ASST	56	12.57	14.70	12.24
PAYROLL CLERK	20	16.78	19.51	13.70
SECRETARY	348	18.04	21.95	12.70
ACCOUNTING TECHNICIAN	189	16.04	23.33	11.00
NF - 3				
DEPARTMENT MANAGER	232	14.65	17.33	9.90
EXECUTIVE SECRETARY	329	20.60	24.65	15.35
BOOKKEEPER	132	14.53	18.48	14.38

WAGE AREA : #015 Hennepin, MN

ORDER DATE: March 3, 2008

SURVEY : #023/020-47