

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 5, 2007, were as follows: Average increases of 20 cents (2.4 percent) for Level 1 and 29 cents (2.9 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, 2008.

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	205	8.29	14.00	6.50
CASHIER-CHECKER	246	7.92	11.55	6.00
CUSTOMER SERVICE ASST	55	8.38	10.66	6.50
OFFICE CASHIER	8	11.38	12.87	9.02
TELLER	52	10.12	13.26	8.50
DESK CLERK	16	8.41	10.50	7.00
NF - 2				
HEAD SALES PERSON	28	10.14	14.08	8.75
STORE DETECTIVE	9	9.55	12.76	7.75
HEAD CUSTOMER SVC ASST	57	11.55	14.13	7.52
SECRETARY	3	10.46	11.41	8.77
ACCOUNTING TECHNICIAN	20	11.12	14.35	7.47
NF - 3				
DEPARTMENT MANAGER	46	11.77	16.24	9.00
EXECUTIVE SECRETARY	3	12.58	14.40	11.08

WAGE AREA : #017 Grand Forks, ND

ORDER DATE: March 2, 2007

SURVEY : #022/022-42