

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 17, 2008, were as follows: Average increases of 26 cents (3.1 percent) for Level 1 and 27 cents (2.6 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 HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	187	8.67	9.83	7.44
CASHIER-CHECKER	214	8.26	11.00	6.72
CUSTOMER SERVICE ASST	36	8.34	9.36	7.73
OFFICE CASHIER	7	12.08	13.24	9.02
TELLER	57	10.36	12.00	9.03
DESK CLERK	44	8.64	10.50	8.00
NF - 2				
STORE DETECTIVE	5	9.35	12.85	7.80
ACCOUNTING TECHNICIAN	17	11.50	14.70	8.36
NF - 3				
DEPARTMENT MANAGER	36	12.23	15.69	9.99
EXECUTIVE SECRETARY	3	12.91	14.90	11.08

WAGE AREA : #017 Grand Forks, ND

ORDER DATE: March 10, 2008

SURVEY : #023/023-45