

## 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 16, 2009, are as follows: Average increases of 20 cents (2.3 percent) for Level 1 and 31 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 was 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	409	8.58	15.15	7.00
CASHIER-CHECKER	377	8.55	11.25	7.00
CUSTOMER SERVICE ASST	19	8.67	10.50	7.50
OFFICE CASHIER	4	13.02	14.57	10.59
TELLER	79	10.77	13.56	7.00
DESK CLERK	76	8.53	10.10	7.52
<b>NF - 2</b>				
HEAD SALES PERSON	40	10.33	16.67	7.50
STORE DETECTIVE	5	10.81	13.50	9.50
HEAD CUSTOMER SVC ASST	21	10.64	14.63	7.60
SECRETARY	9	11.59	13.25	10.00
ACCOUNTING TECHNICIAN	17	10.96	15.02	8.00
<b>NF-3</b>				
DEPARTMENT MANAGER	44	13.40	16.64	9.30

**WAGE AREA : #017 Grand Forks, ND**  
**ORDER DATE: March 9, 2009**  
**SURVEY : #024/024-46**