

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 were adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after June 14, 2007, are as follows: Average increases of 16 cents (2.1 percent) for Level 1 and 22 cents (2.2 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, 2007.

SURVEY SUMMARY BY PAY LEVEL

| SURVEY JOB TITLE | WEIGHTED MATCHES | AVERAGE | RANGE | |
|------------------------|---------------------|---------|-------|-------|
| | | | HIGH | LOW |
| NF - 1 | | | | |
| SALES ASSOCIATE | 1750 | 7.85 | 10.20 | 5.35 |
| CASHIER-CHECKER | 1217 | 7.49 | 12.25 | 5.65 |
| CUSTOMER SERVICE ASST | 133 | 8.32 | 10.82 | 5.95 |
| OFFICE CASHIER | 16 | 9.40 | 13.50 | 6.50 |
| TELLER | 251 | 9.27 | 12.41 | 7.00 |
| DESK CLERK | 263 | 8.62 | 10.59 | 6.51 |
| NF - 2 | | | | |
| HEAD SALES PERSON | 67 | 10.08 | 14.59 | 6.50 |
| STORE DETECTIVE | 21 | 9.30 | 11.68 | 7.00 |
| HEAD CUSTOMER SVC ASST | 129 | 10.43 | 14.09 | 7.07 |
| PAYROLL CLERK | 5 | 12.58 | 13.08 | 12.16 |
| SECRETARY | 18 | 11.06 | 13.10 | 8.50 |
| ACCOUNTING TECHNICIAN | 61 | 10.64 | 13.46 | 7.29 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 243 | 11.68 | 12.99 | 8.70 |

WAGE AREA : #023 El Paso, Texas
ORDER DATE : April 2, 2007
SURVEY : #022/023-40