

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 August 11, 2007, are as follows: Average increases of 22 cents (2.9 percent) for Level 1 and 31 cents (3.1 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

| <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 | 280 | 7.82 | 13.00 | 5.65 |
| CASHIER-CHECKER | 221 | 7.18 | 13.09 | 5.30 |
| CUSTOMER SERVICE ASST | 16 | 8.28 | 9.83 | 6.50 |
| TELLER | 106 | 8.97 | 11.66 | 7.50 |
| DESK CLERK | 35 | 7.16 | 9.00 | 6.25 |
| NF - 2 | | | | |
| HEAD SALES PERSON | 32 | 9.70 | 14.72 | 8.10 |
| HEAD CUSTOMER SVC ASST | 21 | 10.14 | 15.73 | 7.48 |
| SECRETARY | 38 | 11.08 | 15.75 | 8.41 |
| ACCOUNTING TECHNICIAN | 9 | 10.31 | 11.80 | 8.50 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 69 | 12.50 | 15.05 | 9.05 |
| BOOKKEEPER | 4 | 13.98 | 15.19 | 10.52 |

WAGE AREA : #032 Tom Green, TX
ORDER DATE : June 4, 2007
SURVEY : #022/023-42