

## 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 September 6, 2008, are as follows: Average increases of 26 cents (2.7 percent) for Level 1 and 36 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, 2008.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	285	9.48	12.31	8.28
CASHIER-CHECKER	767	8.59	11.07	8.00
CUSTOMER SERVICE ASST	49	9.49	10.71	8.38
TELLER	135	11.20	11.26	10.70
RECREATION ATTENDANT	36	9.07	10.50	8.00
DESK CLERK	26	9.62	10.10	9.08
<b>NF - 2</b>				
HEAD SALES PERSON	23	12.00	12.71	10.19
STORE DETECTIVE	12	11.25	12.01	11.00
HEAD CUST SERVICE ASST	34	11.84	12.21	10.63
SECRETARY	12	13.45	16.60	10.50
ACCOUNTING TECHNICIAN	52	14.22	16.43	12.68
<b>NF - 3</b>				
DEPARTMENT MANAGER	95	12.89	15.26	10.00
EXECUTIVE SECRETARY	11	16.46	19.72	14.85
BOOKKEEPER	12	18.23	20.16	16.12

WAGE AREA : #039 Hampden, Massachusetts  
ORDER DATE : July 1, 2008  
SURVEY : #023/024-45