

## 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 December 26, 2009, are as follows: Average increases of 22 cents (2.2 percent) for Level 1 and 29 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 is effective the first day of the first pay period beginning on or after January 1, 2009.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	347	9.73	17.82	8.00
CASHIER-CHECKER	321	9.09	14.00	8.00
CUSTOMER SERVICE ASST	59	9.60	13.82	8.00
OFFICE CASHIER	8	13.71	17.14	12.11
TELLER	130	11.71	17.76	10.00
RECREATION ATTENDANT	28	9.62	13.26	8.00
DESK CLERK	101	9.27	11.50	8.00
<b>NF - 2</b>				
HEAD SALES PERSON	37	12.25	18.32	8.16
STORE DETECTIVE	13	11.75	14.67	10.00
HEAD CUST SERVICE ASST	25	12.12	14.36	8.67
SECRETARY	34	14.71	22.48	11.00
ACCOUNTING TECHNICIAN	61	14.72	17.70	10.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	85	14.57	24.53	11.20
EXECUTIVE SECRETARY	13	18.30	26.00	15.34
BOOKKEEPER	10	17.32	22.52	16.05

WAGE AREA : #039 Hampden, Massachusetts  
ORDER DATE : October 19, 2009  
SURVEY : #025/026-49