

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, were as follows: Average increases of 31 cents (3.8 percent) for Level 1 and 40 cents (3.9 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 is 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>
NF - 1				
SALES ASSOCIATE	112	8.36	9.50	6.55
CASHIER-CHECKER	247	8.19	9.62	6.55
CUSTOMER SERVICE ASST	11	7.98	10.26	6.77
OFFICE CASHIER	5	10.49	11.37	7.11
TELLER	64	10.07	10.60	9.00
RECREATION ATTENDANT	24	7.21	8.00	6.71
DESK CLERK	45	8.61	9.58	7.76
NF - 2				
SECRETARY	4	10.41	11.11	9.05
ACCOUNTING TECHNICIAN	9	11.61	12.74	9.01
NF - 3				
DEPARTMENT MANAGER	46	12.39	13.29	11.06

WAGE AREA : #040 Cascade, Montana

ORDER DATE : July 1, 2008

SURVEY : #023/023-48