

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 33 cents (3.7 percent) for Level 1 and 44 cents (3.7 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

| <u>SURVEY</u> <u>JOB TITLE</u> | <u>WEIGHTED</u> <u>MATCHES</u> | <u>AVERAGE</u> | <u>RANGE</u> | |
|-----------------------------------|-----------------------------------|----------------|--------------|------------|
| | | | <u>HIGH</u> | <u>LOW</u> |
| NF - 1 | | | | |
| SALES ASSOCIATE | 611 | 9.40 | 10.71 | 8.37 |
| CASHIER-CHECKER | 732 | 9.00 | 10.40 | 8.07 |
| CUSTOMER SERVICE ASST | 88 | 8.94 | 11.40 | 8.07 |
| TELLER | 212 | 10.58 | 10.76 | 9.25 |
| RECREATION ATTENDANT | 19 | 8.58 | 9.00 | 8.25 |
| DESK CLERK | 145 | 9.24 | 9.43 | 8.52 |
| NF - 2 | | | | |
| HEAD SALES PERSON | 70 | 11.25 | 14.05 | 10.61 |
| HEAD CUSTOMER SVC ASST | 22 | 12.30 | 13.48 | 9.48 |
| PAYROLL CLERK | 14 | 12.12 | 15.50 | 10.75 |
| SECRETARY | 36 | 12.07 | 14.05 | 9.50 |
| ACCOUNTING TECHNICIAN | 89 | 12.50 | 14.77 | 10.33 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 90 | 13.36 | 17.14 | 12.30 |
| EXECUTIVE SECRETARY | 6 | 14.65 | 20.23 | 13.31 |

WAGE AREA : #043 Spokane, Washington
ORDER DATE : July 1, 2008
SURVEY : #023/031-52