

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 November 7, 2008, were as follows: Average increases of 29 cents (3.0 percent) for Level 1 and 39 cents (3.0 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	4877	9.51	11.36	8.10
CASHIER-CHECKER	4111	9.85	19.58	8.00
CUSTOMER SERVICE ASST	516	9.67	10.87	8.32
OFFICE CASHIER	56	10.49	13.00	8.00
ACCOUNTING CLERK	48	9.52	10.40	9.42
RECREATION ATTENDANT	99	8.94	12.10	8.00
DESK CLERK	628	11.36	13.46	9.00
NF - 2				
HEAD SALES PERSON	718	11.99	13.00	9.50
STORE DETECTIVE	19	11.34	14.43	9.72
HEAD CUSTOMER SVC ASST	254	12.06	17.78	11.31
PAYROLL CLERK	9	17.81	20.58	15.00
SECRETARY	206	15.48	23.42	11.10
DATA ENTRY SPECIALIST	279	10.62	13.38	10.38
ACCOUNTING TECHNICIAN	139	14.03	18.44	11.60
NF - 3				
DEPARTMENT MANAGER	1027	14.14	16.05	12.02
EXECUTIVE SECRETARY	52	18.84	25.72	13.62
BOOKKEEPER	47	20.23	23.14	15.10

WAGE AREA : #054 San Diego, California
ORDER DATE : September 2, 2008
SURVEY : #023/024-49