

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 were 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 17, 2007, were as follows: Average increases of 19 cents (1.8 percent) for Level 1 and 26 cents (1.8 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, 2007.

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	503	10.10	13.90	8.91
CASHIER-CHECKER	1150	8.92	10.85	7.50
CUSTOMER SERVICE ASST	151	9.65	16.71	8.76
OFFICE CASHIER	8	12.76	14.58	10.40
DESK CLERK	105	14.22	14.37	14.12
NF - 2				
STORE DETECTIVE	39	12.34	12.70	11.71
HEAD CUSTOMER SERV ASST	25	12.04	15.08	11.84
ACCOUNTING TECHNICIAN	48	14.77	19.00	14.00
NF - 3				
DEPARTMENT MANAGER	84	17.33	21.57	16.32
EXECUTIVE SECRETARY	10	21.86	26.76	18.10
BOOKKEEPER	51	17.43	22.00	16.11

WAGE AREA: #056 Santa Clara, California

ORDER DATE: September 11, 2007

SURVEY: #022/006-15