

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 5, 2008, were as follows: Average increases of 25 cents (2.6 percent) for Level 1 and 34 cents (2.6 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	1369	9.16	12.50	8.04
CASHIER-CHECKER	571	8.88	10.01	7.54
CUSTOMER SERVICE ASST	109	9.54	10.85	8.62
TELLER	103	11.59	12.14	11.36
NF - 2				
HEAD SALES PERSON	46	12.03	13.95	11.41
HEAD CUSTOMER SVC ASST	62	12.20	18.46	10.67
SECRETARY	37	15.64	19.14	11.51
ACCOUNTING TECHNICIAN	61	16.09	18.01	12.00
NF - 3				
DEPARTMENT MANAGER	181	12.98	18.50	11.89

WAGE AREA : #073 Montgomery, Pennsylvania
ORDER DATE : October 1, 2008
SURVEY : #024/023-47