

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 January 1, 2008, were as follows: Average increases of 19 cents (2.0 percent) for Level 1 and 30 cents (2.5 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 JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	612	9.19	13.55	7.00
CASHIER-CHECKER	888	8.63	19.51	6.00
CUSTOMER SERVICE ASST	73	9.09	13.75	7.00
OFFICE CASHIER	8	12.53	15.94	7.50
TELLER	347	11.21	16.15	8.65
DESK CLERK	120	9.02	11.00	7.50
NF - 2				
HEAD SALES PERSON	62	11.55	16.50	7.25
HEAD CUSTOMER SVC ASST	62	11.55	14.06	9.00
PAYROLL CLERK	6	20.27	27.46	13.85
SECRETARY	36	13.60	18.51	10.00
ACCOUNTING TECHNICIAN	33	13.01	19.39	9.46
NF - 3				
DEPARTMENT MANAGER	168	12.98	16.33	9.00
EXECUTIVE SECRETARY	65	19.15	29.72	10.00
BOOKKEEPER	17	14.59	22.11	12.00

WAGE AREA : #082 Richmond/Chesterfield, VA

ORDER DATE: November 1, 2007

SURVEY : #023/025-31-A