

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 10, 2009, are as follows: Average increases of 22 cents (2.3 percent) for Level 1 and 35 cents (2.8 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 is effective the first day of the first pay period beginning on or after January 1, 2009.

SURVEY SUMMARY BY PAY LEVEL

SURVEY <u>JOB TITLE</u>	WEIGHTED <u>MATCHES</u>	<u>AVERAGE</u>	RANGE	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	542	9.45	10.81	7.49
CASHIER-CHECKER	820	8.71	19.54	6.60
CUSTOMER SERVICE ASST	73	9.14	10.81	7.75
OFFICE CASHIER	8	13.00	16.10	9.53
TELLER	332	11.25	12.48	10.79
DESK CLERK	77	9.52	10.33	8.50
NF - 2				
HEAD SALES PERSON	121	11.15	14.89	10.32
HEAD CUSTOMER SVC ASST	56	11.56	14.25	11.21
PAYROLL CLERK	6	20.58	27.77	14.20
SECRETARY	33	14.21	18.44	11.48
ACCOUNTING TECHNICIAN	39	14.01	19.65	10.00
NF - 3				
DEPARTMENT MANAGER	144	13.68	14.41	13.23
EXECUTIVE SECRETARY	59	18.98	22.01	10.33
BOOKKEEPER	15	14.44	18.21	13.09

WAGE AREA : #082 Richmond/Chesterfield, VA
ORDER DATE: November 3, 2008
SURVEY : #024/026-33-A