

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 August 9, 2008, were as follows: Average increases of 28 cents (3.4 percent) for Level 1 and 36 cents (3.5 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, 2009.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	506	8.93	10.29	6.75
CASHIER-CHECKER	367	8.03	9.97	6.25
CUSTOMER SERVICE ASST	33	8.49	12.40	6.55
OFFICE CASHIER	18	10.47	13.80	8.17
TELLER	150	10.12	12.75	8.84
DESK CLERK	152	8.17	10.59	7.00
<b>NF - 2</b>				
SECRETARY	11	9.65	11.58	8.25
DATA ENTRY SPECIALIST	9	11.83	14.03	8.52
ACCOUNTING TECHNICIAN	14	11.05	12.51	8.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	41	12.78	14.95	9.70
EXECUTIVE SECRETARY	16	14.20	17.56	13.00
BOOKKEEPER	10	12.57	13.88	11.00

WAGE AREA : #086 Pennington, South Dakota  
ORDER DATE : June 2, 2008  
SURVEY : #023/025-47