

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 March 6, 2008, were as follows: Average increases of 29 cents (3.2 percent) for Level 1 and 38 cents (3.4 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	506	8.78	12.56	7.25
CASHIER-CHECKER	480	8.54	13.02	7.02
CUSTOMER SERVICE ASST	28	9.47	13.82	8.00
OFFICE CASHIER	6	11.53	14.35	9.00
TELLER	85	12.35	15.14	10.00
DESK CLERK	90	9.75	12.75	8.14
NF - 2				
HEAD SALES PERSON	47	11.02	15.10	9.00
STORE DETECTIVE	10	11.00	15.00	9.00
HEAD CUSTOMER SVC ASST	23	11.53	17.87	8.00
ACCOUNTING TECHNICIAN	9	12.31	15.35	10.50
NF - 3				
DEPARTMENT MANAGER	77	12.80	17.49	10.50

WAGE AREA : #088 Fredrick, Maryland
 ORDER DATE : January 2, 2008
 SURVEY : #023/010-22