

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 July 10, 2008, are as follows: Average increases of 27 cents (3.1 percent) for Level 1 and 37 cents (3.2 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	870	8.25	13.47	7.15
CASHIER-CHECKER	547	8.46	11.51	7.15
CUSTOMER SERVICE ASST	48	9.45	14.03	7.50
TELLER	58	10.08	11.85	9.00
DESK CLERK	97	8.87	11.00	7.20
NF - 2				
HEAD SALES PERSON	36	12.07	17.42	8.81
HEAD CUSTOMER SVC ASST	37	11.64	13.41	8.14
SECRETARY	15	11.97	15.53	10.01
ACCOUNTING TECHNICIAN	44	13.60	20.89	11.51
NF - 3				
DEPARTMENT MANAGER	91	12.93	16.73	9.60
BOOKKEEPER	20	16.63	20.87	13.72

WAGE AREA : #092 Cumberland, Pennsylvania
ORDER DATE : May 5, 2008
SURVEY : #023/022-46