

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 36 cents (3.3 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	965	8.98	15.03	7.15
CASHIER-CHECKER	754	8.47	11.49	7.15
CUSTOMER SERVICE ASST	114	9.00	11.95	7.15
OFFICE CASHIER	5	10.54	11.56	9.80
RECREATION ATTENDANT	56	9.27	16.00	7.15
DESK CLERK	100	8.62	14.15	7.51
NF - 2				
HEAD SALES PERSON	100	10.18	12.24	8.16
HEAD CUSTOMER SVC ASST	57	10.94	13.78	8.30
SECRETARY	22	12.69	17.50	10.03
ACCOUNTING TECHNICIAN	17	11.86	13.93	8.85
NF - 3				
DEPARTMENT MANAGER	172	13.14	16.79	9.50
EXECUTIVE SECRETARY	6	15.91	17.19	14.09
BOOKKEEPER	18	15.54	19.16	13.00

WAGE AREA : #093 York, Pennsylvania
ORDER DATE : May 5, 2008
SURVEY : #023/022-46