

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 April 11, 2008, were as follows: Average increases of 22 cents (2.4 percent) for Level 1 and 36 cents (3.0 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	696	8.88	15.46	6.70
CASHIER-CHECKER	1216	8.14	10.90	6.50
CUSTOMER SERVICE ASST	84	10.01	15.81	6.50
TELLER	347	10.95	14.19	9.73
DATA ENTRY CLERK	33	11.71	12.26	10.26
DESK CLERK	335	9.19	10.12	8.01
NF - 2				
HEAD SALES PERSON	64	11.94	15.53	9.31
STORE DETECTIVE	37	10.04	12.50	9.00
HEAD CUSTOMER SVC ASST	37	12.20	12.42	11.81
SECRETARY	108	13.57	14.86	10.33
DATA ENTRY SPECIALIST	34	12.75	13.98	10.39
ACCOUNTING TECHNICIAN	104	13.36	17.55	8.75
NF - 3				
DEPARTMENT MANAGER	271	13.66	16.65	10.58
EXECUTIVE SECRETARY	29	15.93	21.60	11.01
BOOKKEEPER	145	16.08	18.01	14.01

WAGE AREA : #098 Shelby, TN
ORDER DATE: February 4, 2008
SURVEY : #023/021-45