

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 10, 2009, are as follows: Average increases of 20 cents (2.1 percent) for Level 1 and 26 cents (2.1 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 JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	465	8.80	11.50	7.70
CASHIER-CHECKER	834	8.34	9.61	7.00
CUSTOMER SERVICE ASST	62	9.88	10.20	9.75
TELLER	250	10.80	12.18	10.50
DATA ENTRY CLERK	23	12.50	12.79	11.63
DESK CLERK	116	9.64	11.00	8.42
NF - 2				
HEAD SALES PERSON	41	12.44	13.30	11.84
HEAD CUSTOMER SVC ASST	62	11.42	12.30	11.10
SECRETARY	78	14.18	15.16	10.33
DATA ENTRY SPECIALIST	28	13.68	14.13	13.54
ACCOUNTING TECHNICIAN	26	14.22	17.52	12.47
NF - 3				
DEPARTMENT MANAGER	137	14.01	14.82	13.23
EXECUTIVE SECRETARY	23	16.26	18.99	11.01
BOOKKEEPER	153	16.02	16.64	13.13

WAGE AREA : #098 Shelby, TN
ORDER DATE: February 2, 2009
SURVEY : #024/022-46