

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 3, 2009, are as follows: Average increases of 20 cents (2.4 percent) for Level 1 and 28 cents (2.6 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	833	8.44	9.95	6.93
CASHIER-CHECKER	773	7.74	11.18	6.76
CUSTOMER SERVICE ASST	114	8.03	9.51	7.44
OFFICE CASHIER	33	9.50	14.02	7.30
TELLER	687	11.03	12.81	9.00
ACCOUNTING CLERK	27	12.72	14.51	10.50
RECREATION ATTENDANT	21	7.11	9.02	6.64
DESK CLERK	234	8.78	10.00	8.00
NF - 2				
HEAD SALES PERSON	96	11.08	12.17	10.19
STORE DETECTIVE	21	9.50	11.30	8.64
HEAD CUSTOMER SVC ASST	39	10.68	11.39	8.77
SECRETARY	18	12.18	15.17	9.51
DATA ENTRY SPECIALIST	78	11.16	13.79	11.00
ACCOUNTING TECHNICIAN	22	13.16	13.75	12.34
NF - 3				
DEPARTMENT MANAGER	95	13.42	14.37	9.90
EXECUTIVE SECRETARY	7	16.49	17.86	14.33
BOOKKEEPER	17	16.24	16.61	14.50

WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, Virginia
ORDER DATE : May 1, 2009
SURVEY : #024/025-46