

## 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 11, 2009, were as follows: Average increases of 20 cents (2.3 percent) for Level 1 and 24 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 is effective the first day of the first pay period beginning on or after January 1, 2010.

## 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>
<b>NF - 1</b>				
SALES ASSOCIATE	578	9.11	11.51	7.17
CASHIER-CHECKER	492	8.20	18.77	6.76
CUSTOMER SERVICE ASST	52	8.65	10.55	7.07
TELLER	231	11.01	12.12	9.46
DESK CLERK	113	8.33	10.38	7.50
<b>NF - 2</b>				
HEAD SALES PERSON	50	10.73	10.84	10.71
STORE DETECTIVE	9	10.88	11.71	10.00
HEAD CUSTOMER SVC ASST	36	12.05	14.89	9.61
SECRETARY	8	12.11	13.10	10.50
ACCOUNTING TECHNICIAN	10	13.26	14.36	11.25
<b>NF - 3</b>				
DEPARTMENT MANAGER	75	13.02	14.16	11.95
EXECUTIVE SECRETARY	12	17.75	19.16	12.63

WAGE AREA : #112 Hampton/Newport News, VA

ORDER DATE: May 8, 2009

SURVEY : #024/025-47