

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 September 6, 2008, are as follows: Average increases of 30 cents (3.4 percent) for Level 1 and 43 cents (3.6 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, 2008.

SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY</u> <u>JOB TITLE</u> | <u>WEIGHTED</u> <u>MATCHES</u> | <u>AVERAGE</u> | <u>RANGE</u> | |
|-----------------------------------|-----------------------------------|----------------|--------------|------------|
| | | | <u>HIGH</u> | <u>LOW</u> |
| NF - 1 | | | | |
| SALES ASSOCIATE | 1737 | 8.84 | 15.15 | 6.79 |
| CASHIER-CHECKER | 1345 | 8.23 | 11.00 | 6.80 |
| CUSTOMER SERVICE ASST | 127 | 9.05 | 11.38 | 6.80 |
| OFFICE CASHIER | 17 | 10.20 | 14.80 | 8.75 |
| TELLER | 743 | 11.74 | 16.75 | 9.50 |
| RECREATION ATTENDANT | 56 | 8.08 | 10.10 | 6.79 |
| DESK CLERK | 331 | 9.59 | 12.75 | 8.50 |
| NF - 2 | | | | |
| HEAD SALES PERSON | 218 | 11.09 | 17.57 | 8.00 |
| STORE DETECTIVE | 17 | 10.03 | 10.75 | 9.55 |
| HEAD CUSTOMER SERV ASST | 83 | 11.78 | 13.58 | 9.43 |
| SECRETARY | 107 | 13.28 | 30.59 | 9.29 |
| ACCOUNTING TECHNICIAN | 178 | 14.06 | 17.00 | 9.90 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 337 | 12.79 | 16.42 | 9.85 |
| EXECUTIVE SECRETARY | 32 | 17.81 | 23.56 | 13.50 |
| BOOKKEEPER | 25 | 14.48 | 19.00 | 14.00 |

WAGE AREA : #119 Hillsborough, Florida
ORDER DATE : July 1, 2008
SURVEY : #023/022-47