

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 October 16, 2008, were as follows: Average increases of 29 cents (3.8 percent) for Level 1 and 37 cents (3.9 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 | 228 | 8.54 | 10.88 | 6.55 |
| CASHIER-CHECKER | 345 | 7.79 | 10.80 | 6.55 |
| OFFICE CASHIER | 4 | 9.13 | 9.45 | 8.86 |
| TELLER | 189 | 8.80 | 12.00 | 7.01 |
| RECREATION ATTENDANT | 16 | 7.08 | 8.50 | 6.55 |
| DESK CLERK | 24 | 7.41 | 9.85 | 7.00 |
| NF - 2 | | | | |
| HEAD CUSTOMER SVC ASST | 27 | 10.27 | 11.64 | 8.35 |
| SECRETARY | 27 | 11.10 | 15.35 | 8.00 |
| ACCOUNTING TECHNICIAN | 9 | 10.66 | 13.02 | 8.51 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 24 | 11.46 | 13.23 | 9.27 |

WAGE AREA : #123 Comanche, Oklahoma
ORDER DATE : August 4, 2008
SURVEY : #023/026-45