

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 November 9, 2007, were as follows: Average increases of 23 cents (2.4 percent) for Level 1 and 32 cents (2.3 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, 2007.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
NF - 1				
SALES ASSOCIATE	2353	8.96	10.23	7.75
CASHIER-CHECKER	3382	8.39	9.55	7.50
CUSTOMER SERVICE ASST	744	8.64	10.53	7.50
OFFICE CASHIER	39	11.71	14.20	10.50
DESK CLERK	448	9.85	11.61	8.38
NF - 2				
HEAD SALES PERSON	53	11.23	12.03	10.18
HEAD CUSTOMER SVC ASST	76	11.95	15.05	10.19
SECRETARY	132	19.85	23.38	12.69
ACCOUNTING TECHNICIAN	94	16.04	21.95	11.58
NF - 3				
DEPARTMENT MANAGER	297	14.13	15.75	12.15

WAGE AREA: #131 Orange, California
ORDER DATE: September 4, 2007
SURVEY: #022/022-46