

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 7, 2008, were as follows: Average increases of 29 cents (3.0 percent) for Level 1 and 44 cents (3.1 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, 2009.

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	3836	9.43	13.34	8.00
CASHIER-CHECKER	3436	8.92	12.29	8.00
CUSTOMER SERVICE ASST	221	10.32	13.30	8.00
OFFICE CASHIER	13	11.62	12.45	9.00
TELLER	2222	11.23	17.09	9.42
DATA ENTRY CLERK	41	12.35	16.58	11.52
RECREATION ATTENDANT	205	9.81	15.00	8.00
DESK CLERK	888	10.86	15.96	8.01
NF - 2				
HEAD SALES PERSON	30	11.33	15.35	8.00
STORE DETECTIVE	3	10.13	10.40	10.00
HEAD CUSTOMER SVC ASST	145	12.73	19.46	11.73
SECRETARY	112	16.22	21.15	13.00
ACCOUNTING TECHNICIAN	140	15.72	20.01	12.00
NF - 3				
DEPARTMENT MANAGER	631	14.94	20.63	11.50
EXECUTIVE SECRETARY	65	21.41	33.70	16.00
BOOKKEEPER	18	19.66	25.19	17.00

WAGE AREA : #131 Orange, California
ORDER DATE : September 2, 2008
SURVEY : #023/023-49