

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 17, 2007, were as follows: Average increases of 28 cents (2.9 percent) for Level 1 and 35 cents (2.9 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, 2008.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	215	9.39	11.45	7.50
CASHIER-CHECKER	820	8.57	19.50	7.64
CUSTOMER SERVICE ASST	58	9.21	10.23	8.08
TELLER	178	13.03	15.00	11.00
DESK CLERK	138	11.79	13.79	9.07
NF - 2				
HEAD SALES PERSON	17	11.76	12.39	9.25
SECRETARY	7	12.59	14.75	9.52
ACCOUNTING TECHNICIAN	31	15.19	16.77	13.07
NF - 3				
DEPARTMENT MANAGER	96	12.60	15.00	10.00
BOOKKEEPER	25	17.57	19.33	17.00

WAGE AREA : #135 Santa Barbara, CA

ORDER DATE: September 4, 2007

SURVEY : #022/022-47