

## 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 15, 2008, were as follows: Average increases of 30 cents (3.0 percent) for Level 1 and 35 cents (2.8 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>
<b>NF - 1</b>				
SALES ASSOCIATE	269	9.54	14.26	8.00
CASHIER-CHECKER	559	8.84	12.47	8.00
CUSTOMER SERVICE ASST	20	9.33	11.12	8.00
OFFICE CASHIER	10	11.03	14.73	8.00
TELLER	167	12.50	14.21	10.00
DESK CLERK	291	11.30	14.76	8.00
<b>NF - 2</b>				
HEAD SALES PERSON	30	11.24	14.89	8.45
HEAD CUSTOMER SVC ASST	25	10.90	13.00	8.91
PAYROLL CLERK	5	18.33	20.76	15.45
SECRETARY	26	16.68	19.87	13.13
ACCOUNTING TECHNICIAN	44	15.97	20.42	11.71
<b>NF - 3</b>				
DEPARTMENT MANAGER	117	12.95	18.23	9.50
EXECUTIVE SECRETARY	6	25.66	34.27	22.60
BOOKKEEPER	9	18.10	19.52	15.65

WAGE AREA : #135 Santa Barbara, CA  
ORDER DATE: September 2, 2008  
SURVEY : #023/023-49