

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, are as follows: Average increases of 37 cents (3.4 percent) for Level 1 and 57 cents (4.1 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 was effective the first day of the first pay period beginning on or after January 1, 2008.

SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
NF - 1				
SALES ASSOCIATE	482	9.80	12.96	8.00
CASHIER-CHECKER	1793	9.09	16.62	8.00
OFFICE CASHIER	9	15.95	19.17	10.06
TELLER	503	14.38	19.36	10.25
RECREATION ATTENDANT	30	10.46	12.00	10.00
DESK CLERK	193	13.45	16.01	10.00
NF - 2				
HEAD SALES PERSON	34	11.92	15.18	8.00
STORE DETECTIVE	9	12.80	14.43	10.50
HEAD CUSTOMER SVC ASST	21	12.47	16.97	9.00
PAYROLL CLERK	18	17.87	18.79	16.07
SECRETARY	166	16.09	26.70	11.78
DATA ENTRY SPECIALIST	49	14.35	18.71	11.55
ACCOUNTING TECHNICIAN	128	18.09	21.68	12.00
NF - 3				
DEPARTMENT MANAGER	141	13.88	18.43	11.20
EXECUTIVE SECRETARY	79	17.74	24.22	15.45
BOOKKEEPER	38	19.79	24.36	18.48

WAGE AREA : #138 Middlesex, MA
ORDER DATE: September 8, 2008
SURVEY : #023/023-47