

## 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, are as follows: Average increases of 30 cents (3.2 percent) for Level 1 and 38 cents (3.2 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

<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	262	8.76	12.50	7.50
CASHIER-CHECKER	231	8.80	11.02	7.00
CUSTOMER SERVICE ASST	31	8.99	10.23	7.50
DESK CLERK	123	10.93	14.25	9.00
<b>NF - 2</b>				
HEAD SALES PERSON	65	11.89	14.30	9.91
<b>NF - 3</b>				
DEPARTMENT MANAGER	67	12.92	16.46	11.50
BOOKKEEPER	6	16.53	19.30	15.75

WAGE AREA : #139 York, Maine  
ORDER DATE : September 2, 2008  
SURVEY : #023/016-44-B