

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 September 7, 2008, are as follows: Average increases of 27 cents (2.7 percent) for Level 1 and 34 cents (2.6 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>
NF - 1				
SALES ASSOCIATE	565	10.27	14.50	8.07
CASHIER-CHECKER	783	9.47	13.20	8.07
CUSTOMER SERVICE ASST	52	9.33	13.80	8.07
OFFICE CASHIER	9	11.97	15.71	8.71
TELLER	301	12.21	19.07	8.70
RECREATION ATTENDANT	27	10.59	14.02	9.00
DESK CLERK	81	10.42	12.50	9.00
NF - 2				
HEAD SALES PERSON	44	11.93	15.77	9.00
STORE DETECTIVE	12	12.42	13.55	10.50
HEAD CUSTOMER SVC ASST	24	12.70	15.71	11.54
SECRETARY	5	13.76	14.55	12.01
ACCOUNTING TECHNICIAN	24	14.86	16.39	12.01
NF - 3				
DEPARTMENT MANAGER	73	15.10	18.94	8.93

WAGE AREA : #141 Snohomish, WA

ORDER DATE: July 4, 2008

SURVEY : #023/011-27