

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, were as follows: Average increases of 31 cents (3.3 percent) for Level 1 and 38 cents (3.1 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 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>
NF - 1				
SALES ASSOCIATE	377	9.66	14.00	8.07
CASHIER-CHECKER	393	9.46	12.10	8.07
CUSTOMER SERVICE ASST	19	10.07	13.19	8.09
TELLER	139	10.73	14.91	9.00
RECREATION ATTENDANT	20	8.94	10.02	8.07
DESK CLERK	18	10.30	11.52	9.02
NF - 2				
HEAD SALES PERSON	10	12.09	14.59	8.07
SECRETARY	10	12.60	15.00	10.02
ACCOUNTING TECHNICIAN	12	13.71	17.65	11.49
NF - 3				
DEPARTMENT MANAGER	159	13.88	18.88	12.50
BOOKKEEPER	7	18.04	19.63	15.00

WAGE AREA : #142 Kitsap, Washington
ORDER DATE : September 2, 2008
SURVEY : #023/028-52