

**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 20, 2009, were as follows: Average increases of 30 cents (3.1 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, 2010.

**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	325	9.71	10.66	8.79
CASHIER-CHECKER	224	9.60	10.99	8.55
TELLER	132	11.22	11.45	10.93
RECREATION ATTENDANT	17	9.14	10.27	8.55
<b>NF - 2</b>				
ACCOUNTING TECHNICIAN	11	15.38	18.30	12.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	136	14.17	15.94	13.59
BOOKKEEPER	7	14.97	16.27	14.75

**WAGE AREA : #142 Kitsap, Washington**  
**ORDER DATE : September 14, 2009**  
**SURVEY : #024/029-54**