

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 March 22, 2009, were as follows: Average increases of 20 cents (2.2 percent) for Level 1 and 29 cents (2.4 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>
NF - 1				
SALES ASSOCIATE	1233	9.17	13.50	7.21
CASHIER-CHECKER	928	8.30	12.30	7.21
CUSTOMER SERVICE ASST	113	9.13	12.22	7.50
OFFICE CASHIER	49	11.71	16.24	8.25
TELLER	446	11.56	16.96	9.18
NF - 2				
HEAD SALES PERSON	129	11.20	16.57	7.91
STORE DETECTIVE	14	10.71	12.41	9.00
HEAD CUSTOMER SVC ASST	26	11.85	14.25	10.68
PAYROLL CLERK	11	19.04	23.08	13.78
SECRETARY	19	13.65	16.52	11.00
ACCOUNTING TECHNICIAN	23	13.31	15.00	12.35
NF - 3				
DEPARTMENT MANAGER	245	12.99	17.77	10.25
EXECUTIVE SECRETARY	156	18.57	23.66	13.25

WAGE AREA : #159 Duval, Florida
ORDER DATE : January 12, 2009
SURVEY : #024/026-54