

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 8, 2008, were as follows: Average increases of 19 cents (2.1 percent) for Level 1 and 26 cents (2.3 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</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1429	9.05	12.12	7.62
CASHIER-CHECKER	1720	8.54	11.39	7.48
CUSTOMER SERVICE ASST	152	9.76	12.65	8.67
OFFICE CASHIER	30	13.17	15.26	10.15
TELLER	220	11.86	12.47	9.45
DESK CLERK	57	9.25	9.80	9.15
NF - 2				
HEAD SALES PERSON	172	11.35	13.99	9.54
STORE DETECTIVE	43	11.40	14.22	10.90
HEAD CUSTOMER SVC ASST	89	10.72	16.00	8.80
SECRETARY	12	13.22	16.14	9.20
ACCOUNTING TECHNICIAN	69	12.64	17.00	10.00
NF - 3				
DEPARTMENT MANAGER	293	13.33	14.90	9.00
EXECUTIVE SECRETARY	14	15.97	19.04	12.00

WAGE AREA : #162 Macomb, MI
ORDER DATE: January 4, 2008
SURVEY : #023/021-51-B