

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 21 cents (2.6 percent) for Level 1 and 27 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 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	295	8.56	10.95	7.35
CASHIER-CHECKER	270	7.96	9.51	7.15
CUSTOMER SERVICE ASST	24	9.58	9.92	8.71
DESK CLERK	22	8.51	9.07	7.75
NF - 2				
HEAD SALES PERSON	12	10.02	12.42	9.31
HEAD CUSTOMER SVC ASST	15	11.51	11.61	10.98
ACCOUNTING TECHNICIAN	5	13.17	13.25	13.00
NF - 3				
DEPARTMENT MANAGER	54	11.80	12.85	11.14
BOOKKEEPER	7	13.83	21.03	10.34

WAGE AREA : #163 Niagara, NY
ORDER DATE: January 4, 2008
SURVEY : #023/027-47