

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 21, 2009, are as follows: Average increases of 25 cents (3.0 percent) for Level 1 and 32 cents (3.0 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 was 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	301	9.24	12.13	7.15
CASHIER-CHECKER	416	8.42	11.67	7.15
CUSTOMER SERVICE ASST	23	8.37	11.76	7.15
DESK CLERK	47	9.09	12.00	7.50
NF - 2				
HEAD SALES PERSON	19	9.92	13.05	7.55
STORE DETECTIVE	7	12.11	15.27	9.00
HEAD CUSTOMER SVC ASST	26	11.45	12.22	9.04
SECRETARY	6	11.37	12.19	10.00
NF - 3				
DEPARTMENT MANAGER	100	12.30	16.67	9.50
EXECUTIVE SECRETARY	4	15.81	20.05	11.50

WAGE AREA : #163 Niagara, NY

ORDER DATE: January 12, 2009

SURVEY : #024/028-48