

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 next adjustments are scheduled to be effective the first day of the first pay period beginning on or after January 1, 2013. 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 next General Schedule increase is scheduled to be effective the first day of the first pay period beginning on or after January 1, 2013.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>HIGH</u>	<u>RANGE</u> <u>LOW</u>
NF - 1				
SALES ASSOCIATE	648	9.47	17.42	8.00
CASHIER-CHECKER	313	9.26	14.00	8.00
CUSTOMER SERVICE ASST	78	9.65	12.39	8.00
OFFICE CASHIER	14	12.49	17.40	8.83
TELLER	68	11.41	17.31	10.20
DESK CLERK	79	9.72	13.33	8.50
NF - 2				
HEAD SALES PERSON	38	11.47	17.70	9.25
STORE DETECTIVE	25	10.24	17.12	8.75
HEAD CUSTOMER SVC ASST	12	12.61	15.73	10.23
PAYROLL CLERK	6	15.75	18.53	14.27
SECRETARY	12	16.08	18.49	13.82
ACCOUNTING TECHNICIAN	37	15.65	19.75	12.67
NF - 3				
DEPARTMENT MANAGER	35	13.84	17.82	11.00
EXECUTIVE SECRETARY	18	18.10	24.66	14.35
BOOKKEEPER	6	18.31	18.92	17.95

WAGE AREA : #039 Hampden, Massachusetts
ORDER DATE : October 3, 2011
SURVEY : #027/028-51