

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

| SURVEY JOB TITLE | WEIGHTED MATCHES | AVERAGE | RANGE | |
|------------------------|---------------------|---------|-------|-------|
| | | | HIGH | LOW |
| NF - 1 | | | | |
| SALES ASSOCIATE | 700 | 9.15 | 11.98 | 7.25 |
| CASHIER-CHECKER | 927 | 8.77 | 10.60 | 7.25 |
| CUSTOMER SERVICE ASST | 170 | 8.77 | 11.03 | 7.25 |
| OFFICE CASHIER | 17 | 9.28 | 11.37 | 8.20 |
| TELLER | 133 | 11.51 | 12.10 | 10.00 |
| NF - 2 | | | | |
| HEAD SALES PERSON | 83 | 9.87 | 10.14 | 9.15 |
| HEAD CUSTOMER SVC ASST | 62 | 11.74 | 12.27 | 8.50 |
| SECRETARY | 9 | 10.34 | 10.82 | 10.13 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 129 | 13.11 | 14.50 | 12.51 |

WAGE AREA : #108 Cumberland, NC
 ORDER DATE : March 14, 2011
 SURVEY : #026/027-49