

## 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 August 7, 2010, are as follows: Average increases of 22 cents (2.5 percent) for Level 1 and 30 cents (2.7 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, 2010.

## SURVEY SUMMARY BY PAY LEVEL

SURVEY JOB TITLE	WEIGHTED MATCHES	AVERAGE	RANGE	
			HIGH	LOW
<b>NF - 1</b>				
SALES ASSOCIATE	318	9.24	12.02	7.25
CASHIER-CHECKER	431	8.62	11.10	7.25
CUSTOMER SERVICE ASST	26	9.17	11.40	7.80
OFFICE CASHIER	9	10.29	13.94	8.44
TELLER	151	11.37	14.28	9.50
DESK CLERK	120	8.58	10.07	8.00
<b>NF - 2</b>				
HEAD SALES PERSON	43	11.95	18.10	7.25
HEAD CUSTOMER SVC ASST	15	11.30	12.52	10.81
SECRETARY	8	11.16	13.00	9.20
DATA ENTRY SPECIALIST	19	12.10	14.81	9.02
ACCOUNTING TECHNICIAN	13	12.37	14.88	10.25
<b>NF - 3</b>				
DEPARTMENT MANAGER	75	13.85	17.99	9.48
EXECUTIVE SECRETARY	13	14.80	18.46	11.25
BOOKKEEPER	16	15.60	19.00	12.00

WAGE AREA : #086 Pennington, South Dakota

ORDER DATE : June 4, 2010

SURVEY : #025/027-50