

AC - 010

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 November 19, 2016, are as follows: Average increases of 38 cents (3.6 percent) for Level 1 and 39 cents (2.9 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, 2016.

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	288	11.03	14.74	10.04
CASHIER-CHECKER	871	10.26	13.94	10.00
CUSTOMER SERVICE ASST	83	10.39	11.76	10.17
OFFICE CASHIER	11	10.40	11.42	10.00
TELLER	147	12.68	17.18	12.17
RECREATION ATTENDANT	5	10.60	11.51	10.00
DESK CLERK	128	10.06	10.25	10.00
NF - 2				
HEAD SALES PERSON	40	11.62	12.20	11.15
STORE DETECTIVE	17	11.58	16.00	10.40
HEAD CUSTOMER SVC ASST	36	13.59	18.00	10.50
SECRETARY	7	16.90	19.00	15.83
ACCOUNTING TECHNICIAN	33	16.80	20.17	11.22
NF - 3				
DEPARTMENT MANAGER	130	14.55	18.30	10.50
EXECUTIVE SECRETARY	12	20.82	23.48	15.01

WAGE AREA : #010 Kern, CA
ORDER DATE : September 12, 2016
SURVEY : #031/039-62