

AC - 016

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 September 12, 2015, are as follows: Average increases of 15 cents (1.3 percent) for Level 1 and 36 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, 2015.

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	401	11.41	15.00	8.98
CASHIER-CHECKER	364	11.82	17.10	8.05
CUSTOMER SERVICE ASST	49	11.84	13.66	10.40
OFFICE CASHIER	22	12.40	16.50	9.86
TELLER	135	14.49	17.00	11.70
DESK CLERK	91	12.64	16.01	10.01
NF - 2				
HEAD SALES PERSON	40	14.05	16.48	11.65
ACCOUNTING TECHNICIAN	9	15.63	15.93	15.02
NF - 3				
DEPARTMENT MANAGER	33	15.02	17.65	12.80

WAGE AREA : #016 Ward, ND
ORDER DATE : July 6, 2015
SURVEY : #030/032-57