

AC - 021

**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 April 7, 2016, are as follows: Average increases of 16 cents (1.8 percent) for Level 1 and 25 cents (2.2 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>
<b>NF - 1</b>				
SALES ASSOCIATE	195	9.61	11.06	8.62
CASHIER-CHECKER	298	9.07	10.06	8.41
CUSTOMER SERVICE ASST	61	9.14	9.80	8.40
OFFICE CASHIER	4	9.04	9.25	8.40
DESK CLERK	47	8.99	9.60	8.40
<b>NF - 2</b>				
HEAD SALES PERSON	31	10.72	11.40	9.50
HEAD CUSTOMER SVC ASST	17	13.03	13.79	12.37
ACCOUNTING TECHNICIAN	10	14.04	14.49	13.50
<b>NF - 3</b>				
DEPARTMENT MANAGER	100	14.76	18.24	10.95

**WAGE AREA : #021 Dona Ana, New Mexico**  
**ORDER DATE : February 1, 2016**  
**SURVEY : #031/035-60-A**