

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 December 5, 2015, are as follows: Average increases of 2 cents (0.2 percent) for Level 1 and 8 cents (0.6 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>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	844	10.51	25.66	9.00
CASHIER-CHECKER	538	9.62	22.33	9.00
CUSTOMER SERVICE ASST	86	9.51	13.80	9.00
OFFICE CASHIER	6	13.94	17.40	11.35
TELLER	63	14.08	20.72	11.00
DESK CLERK	39	10.23	14.75	9.00
NF - 2				
HEAD SALES PERSON	32	11.31	15.48	9.25
STORE DETECTIVE	33	11.44	14.50	9.00
HEAD CUSTOMER SVC ASST	18	13.63	19.06	10.80
SECRETARY	4	16.28	19.39	12.56
ACCOUNTING TECHNICIAN	14	17.06	20.32	14.00
NF - 3				
DEPARTMENT MANAGER	96	16.02	27.37	10.90
EXECUTIVE SECRETARY	29	22.89	28.50	17.04

WAGE AREA : #039 Hampden, Massachusetts
ORDER DATE : October 1, 2015
SURVEY : #031/032-56