

AC - 040

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 next adjustments will coincide with the implementation of the 2014 survey results. 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 is effective the first day of the first pay period beginning on or after January 1, 2014.

SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY</u><br><u>JOB TITLE</u> | <u>WEIGHTED</u><br><u>MATCHES</u> | <u>AVERAGE</u> | <u>HIGH</u> | <u>RANGE</u><br><u>LOW</u> |
|-----------------------------------|-----------------------------------|----------------|-------------|----------------------------|
| <b>NF - 1</b>                     |                                   |                |             |                            |
| SALES ASSOCIATE                   | 431                               | 9.42           | 19.57       | 7.80                       |
| CASHIER-CHECKER                   | 259                               | 8.97           | 15.20       | 7.80                       |
| CUSTOMER SERVICE ASST             | 23                                | 9.44           | 12.00       | 7.80                       |
| OFFICE CASHIER                    | 16                                | 9.24           | 11.95       | 8.00                       |
| TELLER                            | 111                               | 10.91          | 15.08       | 9.69                       |
| DESK CLERK                        | 72                                | 9.37           | 12.00       | 8.00                       |
| <b>NF - 2</b>                     |                                   |                |             |                            |
| HEAD SALES PERSON                 | 18                                | 10.07          | 12.93       | 8.60                       |
| STORE DETECTIVE                   | 7                                 | 11.83          | 14.00       | 9.00                       |
| HEAD CUSTOMER SVS ASST            | 11                                | 12.65          | 13.65       | 8.90                       |
| SECRETARY                         | 17                                | 11.25          | 14.86       | 9.45                       |
| ACCOUNTING TECHNICIAN             | 19                                | 12.83          | 17.52       | 9.50                       |
| <b>NF - 3</b>                     |                                   |                |             |                            |
| DEPARTMENT MANAGER                | 74                                | 13.48          | 20.73       | 9.50                       |
| EXECUTIVE SECRETARY               | 11                                | 16.06          | 19.66       | 12.02                      |

WAGE AREA : #040 Cascade, Montana  
ORDER DATE : July 22, 2013  
SURVEY : #028/030-57