

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 10, 2016, are as follows: Average increases of 22 cents (2.0 percent) for Level 1 and 26 cents (1.9 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 JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>HIGH</u>	<u>RANGE LOW</u>
NF - 1				
SALES ASSOCIATE	763	11.25	12.33	9.83
CASHIER-CHECKER	658	10.49	12.61	9.47
CUSTOMER SERVICE ASST	111	10.54	13.72	9.47
OFFICE CASHIER	22	11.66	13.00	10.75
TELLER	128	11.85	12.64	11.48
RECREATION ATTENDANT	9	10.68	11.02	9.49
DESK CLERK	140	11.55	12.82	10.12
NF - 2				
HEAD SALES PERSON	71	12.57	13.76	11.53
STORE DETECTIVE	21	14.51	15.50	12.42
HEAD CUSTOMER SVC ASST	55	14.44	17.47	11.44
PAYROLL CLERK	5	16.23	18.24	13.91
SECRETARY	19	13.98	16.84	12.12
ACCOUNTING TECHNICIAN	67	14.97	16.50	12.17
NF - 3				
DEPARTMENT MANAGER	185	15.14	17.03	13.55

WAGE AREA : #043 Spokane, WA
ORDER DATE : July 5, 2016
SURVEY : #031/042-67