

AC - 076

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 were adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after October 22, 2016, are as follows: Average increases of 25 cents (2.5 percent) for Level 1 and 32 cents (2.6 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, 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>
NF - 1				
SALES ASSOCIATE	288	10.28	12.94	8.97
CASHIER-CHECKER	300	9.60	10.58	8.30
CUSTOMER SERVICE ASST	19	10.66	12.67	9.10
OFFICE CASHIER	4	13.20	15.50	9.00
DESK CLERK	49	9.50	9.95	9.00
NF - 2				
HEAD SALES PERSON	63	12.16	12.44	11.07
HEAD CUSTOMER SVC ASST	43	14.27	14.85	13.11
ACCOUNTING TECHNICIAN	3	14.07	17.25	9.90
NF - 3				
DEPARTMENT MANAGER	98	14.51	15.89	10.81

WAGE AREA : #076 Kent, Delaware
ORDER DATE : August 8, 2016
SURVEY : #031/040-48