

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 are scheduled to be effective the first day of the first pay period beginning on or after January 1, 2014. 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 next General Schedule increase is scheduled to be effective the first day of the first pay period beginning on or after January 1, 2014.

SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY JOB TITLE</u> | <u>WEIGHTED MATCHES</u> | <u>AVERAGE</u> | <u>RANGE</u> | |
|-----------------------------|-----------------------------|----------------|--------------|------------|
| | | | <u>HIGH</u> | <u>LOW</u> |
| NF - 1 | | | | |
| SALES ASSOCIATE | 3384 | 10.25 | 18.25 | 8.00 |
| CASHIER-CHECKER | 2966 | 9.40 | 14.49 | 8.00 |
| CUSTOMER SERVICE ASST | 489 | 9.91 | 14.77 | 8.00 |
| OFFICE CASHIER | 19 | 13.24 | 19.29 | 9.55 |
| TELLER | 312 | 11.99 | 15.29 | 11.00 |
| RECREATION ATTENDANT | 26 | 9.39 | 15.30 | 8.00 |
| DESK CLERK | 335 | 8.45 | 11.00 | 8.00 |
| NF - 2 | | | | |
| HEAD SALES PERSON | 341 | 12.06 | 18.10 | 8.00 |
| STORE DETECTIVE | 65 | 10.81 | 14.30 | 8.75 |
| HEAD CUSTOMER SVC ASST | 216 | 13.45 | 20.18 | 8.70 |
| PAYROLL CLERK | 10 | 20.08 | 21.63 | 19.46 |
| SECRETARY | 49 | 17.16 | 28.15 | 9.80 |
| ACCOUNTING TECHNICIAN | 10 | 16.36 | 22.50 | 12.00 |
| NF - 3 | | | | |
| DEPARTMENT MANAGER | 441 | 15.06 | 22.13 | 11.20 |
| EXECUTIVE SECRETARY | 11 | 21.60 | 32.54 | 19.51 |

WAGE AREA : #134 San Bernardino, CA
 ORDER DATE : September 14, 2012
 SURVEY : #027/030-52