

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective November 24, 2007

The following salary and rate schedule for all NALC-represented employees includes the 1.8 percent general wage increase on November 24, 2007—the second of five such increases provided by the 2006-2011 National Agreement.

### 2006-2011 National Agreement

Date	Type of Increase*	Amount
Nov. 25, 2006	General wage increase	1.4%
Sept. 21, 2007	COLA**	\$0
Oct. 19 2007	Lump-sum COLA***	\$686
Nov. 30 2007	Retroactive pay to reflect Nov. 2006 increase	tba
Nov. 24, 2007	General wage increase	1.8%
March 2008	COLA	tba
Sept. 2008	COLA	tba
Nov. 22, 2008	General wage increase	1.9%
March 2009	COLA	tba
Sept. 2009	COLA	tba
Nov. 21, 2009	General wage increase	1.9%
March 2010	COLA	tba
Sept. 2010	COLA	tba
Nov. 20, 2010	General wage increase	1.85%
March 2011	COLA	tba
Sept. 2011	COLA	tba

\* Value of COLAs depends on changes in the level of the Consumer Price Index.

\*\* Two-month COLA; CPI had not increased over this timespan.

\*\*\* Lump-sum COLA covering November 2005-May 2007; will not be added to basic pay.

### CITY CARRIER GRADE 1

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly <sup>1</sup>	Regular overtime <sup>2</sup>	Hourly Rate for Part-time Flexibles
A	96	\$39,211	\$18.8514	\$1,508.11	\$28.28	\$19.61
B	96	42,771	20.5630	1,645.04	30.84	21.39
C	44	44,151	21.2264	1,698.11	31.84	22.08
D	44	46,795	22.4976	1,799.81	33.75	23.40
E	44	47,161	22.6736	1,813.89	34.01	23.58
F	44	47,526	22.8490	1,827.92	34.27	23.76
G	44	47,885	23.0216	1,841.73	34.53	23.94
H	44	48,250	23.1971	1,855.77	34.80	24.13
I	44	48,614	23.3721	1,869.77	35.06	24.31
J	34	48,973	23.5447	1,883.58	35.32	24.49
K	34	49,339	23.7207	1,897.66	35.58	24.67
L	26	49,701	23.8947	1,911.58	35.84	24.85
M	26	50,066	24.0702	1,925.62	36.11	25.03
N	24	50,432	24.2462	1,939.70	36.37	25.22
O	--	50,793	24.4197	1,953.58	36.63	25.40

### CITY CARRIER GRADE 2<sup>3</sup>

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly <sup>1</sup>	Regular overtime <sup>2</sup>	Hourly Rate for Part-time Flexibles
A	96	\$41,031	\$19.7264	1,578.11	29.59	\$20.52
B	96	44,816	21.5462	1,723.70	32.32	22.41
C	44	44,902	21.5875	1,727.00	32.38	22.45
D	44	47,610	22.8894	1,831.15	34.33	23.81
E	44	48,003	23.0784	1,846.27	34.62	24.00
F	44	48,399	23.2688	1,861.50	34.90	24.20
G	44	48,788	23.4588	1,876.46	35.18	24.39
H	44	49,179	23.6438	1,891.50	35.47	24.59
I	44	49,575	23.8341	1,906.73	35.75	24.79
J	34	49,957	24.0178	1,921.42	36.03	24.98
K	34	50,353	24.2082	1,936.66	36.31	25.18
L	26	50,747	24.3976	1,951.81	36.60	25.37
M	26	51,136	24.5846	1,966.77	36.88	25.57
N	24	51,536	24.7769	1,982.15	37.17	25.77
O	--	51,927	24.9649	1,997.19	37.45	25.96

1. Due to differences in rounding because of the impact of annual leave, sick leave, etc., these figures may vary slightly from the figures in any given paycheck.

2. Calculations are for regular overtime rate (1.5 times the base hourly straight-time rate) as provided for in Article 8.4A of the 2006 National Agreement.

3. Carriers bidding to a CC Grade 2 position must begin a new waiting period for their next step increase. Those bidding from steps A, B and C are subject to the promotion pay anomaly, which results in the payment of so-called 'ABC' lump-sum payments. Such payments offset any wage losses that would otherwise occur due to the anomaly. However, they do not compensate carriers for reduced Thrift Savings Plan contributions, earnings and tax savings. The timing of ABC promotions can greatly affect total earnings—carriers should exercise great caution when bidding to carrier-technician positions.