

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 8, 2014

The following salary and rate schedule is for all NALC-represented employees.

2011-2016 National Agreement

Date	Type of Increase*	Amount
Jan. 2013**	COLA	\$146
July 2013***	COLA	\$541
Nov. 16, 2013	General wage increase	1%
Jan. 2014	COLA	\$0
July 2014	COLA	TBD
Nov. 15, 2014	General wage increase	1.5%
Jan. 2015	COLA	TBD
July 2015	COLA	TBD
Nov. 14, 2015	General wage increase	1%
Jan. 2016	COLA	TBD

* Value of COLAs depends on changes in the level of the Consumer Price Index. While CCAs will not be eligible for COLAs, they will receive the general wage increases above, as well as increases of 1%, 1% and 1.5% in November 2013, 2014 and 2015.

** This COLA, calculated in 2013, was deferred and paid after release of the January 2014 CPI.

*** This COLA, calculated in 2013, was deferred and will be paid after release of the July 2014 CPI.

Note that in 2014 both of the deferred 2013 COLAs, \$146 annually and \$541 annually, will be added to the Step O pay rates in Table 2 of the Pay Schedule, which applies to city carriers hired in career positions on or after January 13, 2013. The pay rates of Steps A through N of Table 2 will be increased proportionally, as provided by the contract. (For example, Step A is set at 61.5 percent of Step O, so the COLA for Grade 1, Step A is \$333 annually.)

Table 1: City Carrier Schedule

RSC Q1 (NALC)

This schedule applies to all carriers hired prior to January 12, 2013

Basic Annual Salaries

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	MOST PREV. STEP
1	44,881	48,672	50,143	52,961	53,349	53,739	54,121	54,509	54,898	55,281	55,669	56,056	56,445	56,835	57,219	388
2	46,819	50,851	50,944	53,829	54,248	54,669	55,083	55,499	55,922	56,329	56,750	57,170	57,584	58,011	58,427	421
Part-Time Flexible Employees - Hourly Basic Rates																
1	22.44	24.34	25.07	26.48	26.67	26.87	27.06	27.25	27.45	27.64	27.83	28.03	28.22	28.42	28.61	
2	23.41	25.43	25.47	26.91	27.12	27.33	27.54	27.75	27.96	28.16	28.38	28.59	28.79	29.01	29.21	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	21.58	23.40	24.11	25.46	25.65	25.84	26.02	26.21	26.39	26.58	26.76	26.95	27.14	27.32	27.51	
2	22.51	24.45	24.49	25.88	26.08	26.28	26.48	26.68	26.89	27.08	27.28	27.49	27.68	27.89	28.09	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers hired on or after January 12, 2013

Basic Annual Salaries

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	MOST PREV. STEP
1	35,190	36,763	38,337	39,910	41,484	43,057	44,631	46,204	47,778	49,351	50,925	52,498	54,072	55,646	57,219	1,574
2	35,933	37,540	39,147	40,753	42,359	43,966	45,573	47,180	48,787	50,394	52,001	53,606	55,213	56,820	58,427	1,607
Hourly Basic Rates																
1	16.92	17.67	18.43	19.19	19.94	20.70	21.46	22.21	22.97	23.73	24.48	25.24	26.00	26.75	27.51	
2	17.28	18.05	18.82	19.59	20.36	21.14	21.91	22.68	23.46	24.23	25.00	25.77	26.54	27.32	28.09	
Percent Step O																
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

City Carrier Assistant Schedule

**Hourly Rates
RSC Q7 (NALC)**

CCA Grade	BB	AA
1	15.30	16.58
2	15.63	16.92