

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective February 26, 2015

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	\$686
Nov. 15, 2014	General wage increase	1.5%
Jan. 2015	COLA	\$0
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 are not 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, respectively.

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

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

Note that the full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

**Table 1: City Carrier Schedule**

**RSC Q (NALC)**

This schedule applies to all carriers with a career appointment date 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	46,772	50,620	52,113	54,972	55,366	55,762	56,150	56,543	56,938	57,327	57,721	58,113	58,508	58,904	59,294	394
2	48,739	52,831	52,925	55,853	56,278	56,706	57,126	57,548	57,977	58,390	58,818	59,244	59,664	60,097	60,520	427
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
1	23.38	25.31	26.06	27.48	27.69	27.88	28.07	28.27	28.47	28.66	28.86	29.06	29.26	29.45	29.64	
2	24.37	26.42	26.47	27.93	28.14	28.35	28.57	28.77	28.98	29.20	29.41	29.62	29.84	30.05	30.26	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
1	22.49	24.34	25.06	26.43	26.62	26.81	27.00	27.19	27.37	27.56	27.75	27.94	28.13	28.31	28.51	
2	23.43	25.40	25.44	26.85	27.06	27.26	27.46	27.67	27.88	28.07	28.27	28.49	28.68	28.89	29.10	
<b>Step Increase Waiting Periods (In Weeks)</b>																
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 with a career appointment date 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	36,466	38,096	39,727	41,357	42,989	44,618	46,249	47,879	49,511	51,140	52,771	54,402	56,033	57,663	59,294	1,631
2	37,220	38,884	40,549	42,213	43,877	45,540	47,205	48,870	50,535	52,199	53,863	55,526	57,191	58,855	60,520	1,665
<b>Hourly Basic Rates</b>																
1	17.53	18.31	19.10	19.88	20.67	21.45	22.24	23.02	23.80	24.59	25.37	26.15	26.94	27.73	28.51	
2	17.90	18.70	19.50	20.29	21.09	21.89	22.69	23.50	24.30	25.10	25.90	26.69	27.49	28.29	29.10	
<b>Percent Step O</b>																
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%	
<b>Step Increase Waiting Periods (In Weeks)</b>																
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 Q4 (NALC)**

CCA Grade	BB	AA
1	15.68	16.99
2	16.01	17.33