

# LETTER CARRIER PAY SCHEDULE

## City Carrier Wage Schedule: Effective March 2011

The following salary and rate schedule for all NALC-represented employees includes the 1.85 percent general wage increase on November 20, 2010—the fifth of five such increases provided by the 2006-2011 National Agreement. It also takes into account the \$0 March 2011 COLA.

### 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. 24, 2007	General wage increase	1.8%
March 2008	COLA	\$458
Sept. 2008	COLA	\$1,497
Nov. 22, 2008	General wage increase	1.9%
March 2009	COLA	\$0
Sept. 2009	COLA	\$0
Nov. 21, 2009	General wage increase	1.9%
March 2010	COLA	\$0
Sept. 2010	COLA	\$0
Nov. 20, 2010	General wage increase	1.85%
March 2011	COLA	\$0
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; was not 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	\$43,313	\$20.8236	\$1,665.89	\$31.24	\$21.66
B	96	47,067	22.6284	1,810.27	33.94	23.53
C	44	48,523	23.3284	1,866.27	34.99	24.26
D	44	51,313	24.6697	1,973.58	37.00	25.66
E	44	51,697	24.8543	1,988.34	37.28	25.85
F	44	52,083	25.0399	2,003.19	36.56	26.04
G	44	52,462	25.2221	2,017.77	37.83	26.23
H	44	52,846	25.4067	2,032.54	38.11	26.42
I	44	53,230	25.5913	2,047.30	38.39	26.62
J	34	53,610	25.7740	2,061.92	38.66	26.81
K	34	53,994	25.9587	2,076.70	38.94	27.00
L	26	54,377	26.1428	2,091.42	39.21	27.19
M	26	54,763	26.3284	2,106.27	39.49	27.38
N	24	55,147	26.5130	2,121.04	39.77	27.57
O	--	55,529	26.6966	2,135.73	40.04	27.76

### 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	\$45,232	\$21.7462	1,739.70	32.62	\$22.62
B	96	49,224	23.6654	1,893.23	35.50	24.61
C	44	49,316	23.7096	1,896.77	35.56	24.66
D	44	52,172	25.0827	2,006.62	37.62	26.09
E	44	52,587	25.2822	2,022.58	37.92	26.29
F	44	53,004	25.4827	2,038.62	38.22	26.50
G	44	53,414	25.6798	2,054.38	38.52	26.71
H	44	53,826	25.8779	2,070.23	38.82	26.91
I	44	54,245	26.0793	2,086.34	39.12	27.12
J	34	54,648	26.2731	2,101.85	39.41	27.32
K	34	55,065	26.4736	2,117.89	39.71	27.53
L	26	55,480	26.6731	2,133.85	40.01	27.74
M	26	55,890	26.8702	2,149.62	40.31	27.95
N	24	56,313	27.0736	2,165.89	40.61	28.16
O	--	56,725	27.2716	2,181.73	40.91	28.36

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.