

Carrier Pay Chart

City Carrier Wage Schedule: Effective September 3, 2005

The following salary and rate schedule for all NALC-represented employees includes a \$707 COLA increase on September 3, 2005—the sixth of eight such increases provided by the 2001-2006 National Agreement. The COLA appears in paychecks beginning September 23.

2001-2006 National Agreement

Date	Type of Increase*	Amount
Nov. 17, 2001	General wage increase	1.8%
Sept. 7, 2002	Cash payment	\$312
Nov. 16, 2002	General wage increase	1.5%
March 8, 2003	COLA	\$229
Sept. 6, 2003	COLA	\$312
Nov. 15, 2003	General wage increase	1.2%
March 6, 2004	COLA	\$187
Sept. 4, 2004	COLA	\$624
Nov. 27, 2004	General wage increase	1.3%
March 19, 2005	COLA	\$229
Sept. 3, 2005	COLA	\$707
Nov. 26, 2005	General wage increase	1.3%
March 2006	COLA	tba
Sept. 2006	COLA	tba

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

CITY CARRIER GRADE 1

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$36,309	\$17.4563	\$1,396.50	26.18	\$18.15
B	96	39,717	19.0947	1,527.58	28.64	19.86
C	44	41,038	19.7298	1,578.38	29.59	20.52
D	44	43,569	20.9466	1,675.73	31.42	21.78
E	44	43,918	21.1144	1,689.15	31.67	21.96
F	44	44,268	21.2827	1,702.62	31.92	22.13
G	44	44,612	21.4481	1,715.85	32.17	22.31
H	44	44,961	21.6159	1,729.27	32.42	22.48
I	44	45,310	21.7837	1,742.70	32.68	22.66
J	34	45,654	21.9490	1,755.92	32.92	22.83
K	34	46,004	22.1173	1,769.38	33.18	23.00
L	26	46,351	22.2841	1,782.73	33.43	23.18
M	26	46,700	22.4519	1,796.15	33.68	23.35
N	24	47,050	22.6202	1,809.62	33.93	23.53
O	--	47,396	22.7865	1,822.92	34.18	23.70

CITY CARRIER GRADE 2³

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$38,051	\$18.2938	\$1,463.50	\$27.44	\$19.03
B	96	41,674	20.0356	1,602.85	30.05	20.84
C	44	41,757	20.0755	1,606.04	30.11	20.88
D	44	44,349	21.3216	1,705.73	31.98	22.17
E	44	44,726	21.5029	1,720.23	32.25	22.36
F	44	45,104	21.6846	1,734.77	32.53	22.55
G	44	45,476	21.8635	1,749.08	32.80	22.74
H	44	45,851	22.0438	1,763.50	33.07	22.93
I	44	46,229	22.2255	1,778.04	33.34	23.11
J	34	46,596	22.4019	1,792.15	33.60	23.30
K	34	46,975	22.5841	1,806.73	33.88	23.49
L	26	47,352	22.7654	1,821.23	34.15	23.68
M	26	47,724	22.9442	1,835.54	34.42	23.86
N	24	48,107	23.1284	1,850.27	34.69	24.05
O	--	48,481	23.3082	1,864.66	34.96	24.24

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 2001 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.