

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective September 6, 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                  | \$686  |
| 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 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   | 46,108 | 49,899 | 51,370 | 54,188 | 54,576 | 54,966 | 55,348 | 55,736 | 56,125 | 56,508 | 56,896 | 57,283 | 57,672 | 58,062 | 58,446 | 388             |
| 2   | 48,046 | 52,078 | 52,171 | 55,056 | 55,475 | 55,896 | 56,310 | 56,726 | 57,149 | 57,556 | 57,977 | 58,397 | 58,811 | 59,238 | 59,654 | 421             |
| <b>Part-Time Flexible Employees - Hourly Basic Rates</b>          |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |                 |
| 1   | 23.05  | 24.95  | 25.69  | 27.09  | 27.29  | 27.48  | 27.67  | 27.87  | 28.06  | 28.25  | 28.45  | 28.64  | 28.84  | 29.03  | 29.22  |                 |
| 2   | 24.02  | 26.04  | 26.09  | 27.53  | 27.74  | 27.95  | 28.16  | 28.36  | 28.57  | 28.78  | 28.99  | 29.20  | 29.41  | 29.62  | 29.83  |                 |
| <b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b> |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |                 |
| 1   | 22.17  | 23.99  | 24.70  | 26.05  | 26.24  | 26.43  | 26.61  | 26.80  | 26.98  | 27.17  | 27.35  | 27.54  | 27.73  | 27.91  | 28.10  |                 |
| 2   | 23.10  | 25.04  | 25.08  | 26.47  | 26.67  | 26.87  | 27.07  | 27.27  | 27.48  | 27.67  | 27.87  | 28.08  | 28.27  | 28.48  | 28.68  |                 |
| <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   | 35,945 | 37,551 | 39,159 | 40,766 | 42,374 | 43,980 | 45,588 | 47,195 | 48,803 | 50,409 | 52,017 | 53,624 | 55,232 | 56,839 | 58,446  | 1,608           |
| 2   | 36,688 | 38,328 | 39,969 | 41,609 | 43,249 | 44,889 | 46,530 | 48,171 | 49,812 | 51,452 | 53,093 | 54,732 | 56,373 | 58,013 | 59,654  | 1,641           |
| <b>Hourly Basic Rates</b>                       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |         |                 |
| 1   | 17.28  | 18.05  | 18.83  | 19.60  | 20.37  | 21.14  | 21.92  | 22.69  | 23.46  | 24.24  | 25.01  | 25.78  | 26.55  | 27.33  | 28.10   |                 |
| 2   | 17.64  | 18.43  | 19.22  | 20.00  | 20.79  | 21.58  | 22.37  | 23.16  | 23.95  | 24.74  | 25.53  | 26.31  | 27.10  | 27.89  | 28.68   |                 |
| <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 Q7 (NALC)**

| CCA Grade | BB    | AA    |
|-----------|-------|-------|
| 1         | 15.30 | 16.58 |
| 2         | 15.63 | 16.92 |