

# City Carrier Pay Schedule

## City Carrier Wage Schedule: Effective November 16, 2002

The following salary and rate schedule for all NALC-represented employees includes a general wage increase of 1.5 percent on November 16, 2002—the second of five general wage increases provided by the 2001-2006 National Agreement.

### 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 2003	COLA	tba
Sept. 2003	COLA	tba
Nov. 15, 2003	General wage increase	1.2%
March 2004	COLA	tba
Sept. 2004	COLA	tba
Nov. 27, 2004	General wage increase	1.3%
March 2005	COLA	tba
Sept. 2005	COLA	tba
Nov. 26, 2005	General wage increase	1.3%
March 2006	COLA	tba
Sept. 2006	COLA	tba

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

### 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
<b>A</b>	96	\$33,217	\$15.9697	\$1,277.58	\$23.95	\$16.61
<b>B</b>	96	36,544	17.5692	1,405.54	26.35	18.27
<b>C</b>	44	37,834	18.1894	1,455.15	27.28	18.92
<b>D</b>	44	40,306	19.3779	1,550.23	29.07	20.15
<b>E</b>	44	40,646	19.5413	1,563.30	29.31	20.32
<b>F</b>	44	40,988	19.7058	1,576.46	29.56	20.49
<b>G</b>	44	41,324	19.8673	1,589.38	29.80	20.66
<b>H</b>	44	41,665	20.0313	1,602.50	30.05	20.83
<b>I</b>	44	42,005	20.1947	1,615.58	30.29	21.00
<b>J</b>	34	42,341	20.3563	1,628.50	30.53	21.17
<b>K</b>	34	42,683	20.5207	1,641.66	30.78	21.34
<b>L</b>	26	43,022	20.6837	1,654.70	31.03	21.51
<b>M</b>	26	43,362	20.8471	1,667.77	31.27	21.68
<b>N</b>	24	43,704	21.0115	1,680.92	31.52	21.85
<b>O</b>	--	44,042	21.1740	1,693.92	31.76	22.02

### 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
<b>A</b>	96	\$34,918	\$16.7875	\$1,343.00	\$25.18	\$17.46
<b>B</b>	96	38,455	18.4880	1,479.04	27.73	19.23
<b>C</b>	44	38,536	18.5269	1,482.15	27.79	19.27
<b>D</b>	44	41,067	19.7438	1,579.50	29.62	20.53
<b>E</b>	44	41,436	19.9212	1,593.70	29.88	20.72
<b>F</b>	44	41,804	20.0981	1,607.85	30.15	20.90
<b>G</b>	44	42,167	20.2726	1,621.81	30.41	21.08
<b>H</b>	44	42,534	20.4490	1,635.92	30.67	21.27
<b>I</b>	44	42,903	20.6264	1,650.11	30.94	21.45
<b>J</b>	34	43,261	20.7986	1,663.89	31.20	21.63
<b>K</b>	34	43,631	20.9764	1,678.11	31.46	21.82
<b>L</b>	26	43,999	21.1534	1,692.27	31.73	22.00
<b>M</b>	26	44,363	21.3284	1,706.27	31.99	22.18
<b>N</b>	24	44,736	21.5077	1,720.62	32.26	22.37
<b>O</b>	--	45,101	21.6832	1,734.66	32.52	22.55

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 1994 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.