

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective November 25, 2006

The following salary and rate schedule for all NALC-represented employees includes the 1.4 percent general wage increase on November 25, 2006—the first of five such increases provided by the 2006-2011 National Agreement.

### 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. 30 2007	Retroactive pay to reflect Nov. 2006 increase	tba
Nov. 24, 2007	General wage increase	1.8%
March 2008	COLA	tba
Sept. 2008	COLA	tba
Nov. 22, 2008	General wage increase	1.9%
March 2009	COLA	tba
Sept. 2009	COLA	tba
Nov. 21, 2009	General wage increase	1.9%
March 2010	COLA	tba
Sept. 2010	COLA	tba
Nov. 20, 2010	General wage increase	1.85%
March 2011	COLA	tba
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; will not be 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	\$38,527	\$18.5226	\$1,481.81	\$27.78	\$19.26
B	96	42,025	20.2043	1,616.34	30.31	21.01
C	44	43,381	20.8563	1,668.50	31.28	21.69
D	44	45,979	22.1053	1,768.42	33.16	22.99
E	44	46,338	22.2779	1,782.23	33.42	23.17
F	44	46,697	22.4505	1,796.04	33.68	23.35
G	44	47,050	22.6202	1,809.62	33.93	23.53
H	44	47,408	22.7923	1,823.38	34.19	23.70
I	44	47,766	22.9644	1,837.15	34.45	23.88
J	34	48,119	23.1341	1,850.73	34.70	24.06
K	34	48,478	23.3067	1,864.54	34.96	24.24
L	26	48,834	23.4779	1,878.23	35.22	24.42
M	26	49,193	23.6505	1,892.04	35.48	24.60
N	24	49,552	23.8231	1,905.85	35.73	24.78
O	--	49,907	23.9938	1,919.50	35.99	24.95

### 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	\$40,315	\$19.3822	1,550.58	29.07	\$20.16
B	96	44,034	21.1702	1,693.62	31.76	22.02
C	44	44,119	21.2111	1,696.89	31.82	22.06
D	44	46,780	22.4904	1,799.23	33.74	23.39
E	44	47,166	22.6760	1,814.08	34.01	23.58
F	44	47,555	22.8630	1,829.04	34.29	23.78
G	44	47,937	23.0466	1,843.73	34.57	23.97
H	44	48,321	23.2313	1,858.50	34.85	24.16
I	44	48,710	23.4183	1,873.46	35.13	24.36
J	34	49,086	23.5990	1,887.92	35.40	24.54
K	34	49,475	23.7861	1,902.89	35.68	24.74
L	26	49,862	23.9721	1,917.77	35.96	24.93
M	26	50,244	24.1558	1,932.46	36.23	25.12
N	24	50,637	24.3447	1,947.58	36.52	25.32
O	--	51,021	24.5293	1,962.34	36.79	25.51

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.