

LETTER CARRIER PAY SCHEDULE

City Carrier Wage Schedule: Effective Sept. 10, 2011

The following salary and rate schedule for all NALC-represented employees includes the \$978 cost-of-living adjustment (COLA) on Sept. 10, 2011—the last 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. 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. 10, 2011	COLA	\$978

* 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 ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$44,291	\$21.2938	\$1,703.50	\$31.94	\$22.15
B	96	48,045	23.0986	1,847.89	34.65	24.02
C	44	49,501	23.7986	1,903.89	35.70	24.75
D	44	52,291	25.1399	2,011.19	37.71	26.15
E	44	52,675	25.3245	2,025.96	37.99	26.34
F	44	53,061	25.5101	2,040.81	38.27	26.53
G	44	53,440	25.6923	2,055.38	38.54	26.72
H	44	53,824	25.8769	2,070.15	38.82	26.91
I	44	54,208	26.0615	2,084.92	39.09	27.10
J	34	54,588	26.2242	2,099.54	39.37	27.29
K	34	54,972	26.4288	2,114.30	39.64	27.49
L	26	55,355	26.6130	2,129.04	39.92	27.68
M	26	55,741	26.7986	2,143.89	40.20	27.87
N	24	56,125	26.9832	2,158.66	40.47	28.06
O	--	56,507	27.1668	2,173.34	40.75	28.25

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	\$46,210	\$22.2163	\$1,777.30	\$33.32	\$23.11
B	96	50,202	24.1356	1,930.85	36.20	25.10
C	44	50,294	24.1798	1,934.38	36.27	25.15
D	44	53,150	25.5529	2,044.23	38.33	26.58
E	44	53,565	25.7524	2,060.19	38.63	26.78
F	44	53,982	25.9529	2,076.23	38.93	26.99
G	44	54,392	26.1500	2,092.00	39.23	27.20
H	44	54,804	26.3481	2,107.85	39.52	27.40
I	44	55,223	26.5495	2,123.96	39.82	27.61
J	34	55,626	26.7433	2,139.46	40.11	27.81
K	34	56,043	26.9438	2,155.50	40.42	28.02
L	26	56,458	27.1433	2,171.46	40.71	28.23
M	26	56,868	27.3404	2,187.23	41.01	28.43
N	24	57,291	27.5438	2,203.50	41.32	28.65
O	--	57,703	27.7418	2,219.34	41.61	28.85

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.