

City Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 8, 2003

The following salary and rate schedule for all NALC-represented employees includes a cost-of-living adjustment of \$229 annually on March 8, 2003—the first of eight COLAs 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 | \$229 |
| 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 ¹ | Regular overtime ² | Hourly Rate for Part-time Flexibles |
|----------|--|----------|-----------|------------------------|-------------------------------|-------------------------------------|
| A | 96 | \$33,446 | \$16.0798 | \$1,286.38 | \$24.12 | \$16.72 |
| B | 96 | 36,773 | 17.6793 | 1,414.34 | 26.52 | 18.39 |
| C | 44 | 38,063 | 18.2995 | 1,463.96 | 27.45 | 19.03 |
| D | 44 | 40,535 | 19.4880 | 1,559.04 | 29.23 | 20.27 |
| E | 44 | 40,875 | 19.6514 | 1,572.11 | 29.48 | 20.44 |
| F | 44 | 41,217 | 19.8159 | 1,585.27 | 29.72 | 20.61 |
| G | 44 | 41,553 | 19.9774 | 1,598.19 | 29.97 | 20.78 |
| H | 44 | 41,894 | 20.1413 | 1,611.30 | 30.21 | 20.95 |
| I | 44 | 42,234 | 20.3048 | 1,624.38 | 30.46 | 21.12 |
| J | 34 | 42,570 | 20.4663 | 1,637.30 | 30.70 | 21.29 |
| K | 34 | 42,912 | 20.6308 | 1,650.46 | 30.95 | 21.46 |
| L | 26 | 43,251 | 20.7938 | 1,663.50 | 31.19 | 21.63 |
| M | 26 | 43,591 | 20.9572 | 1,676.58 | 31.44 | 21.80 |
| N | 24 | 43,933 | 21.1216 | 1,689.73 | 31.68 | 21.97 |
| O | -- | 44,271 | 21.2841 | 1,702.73 | 31.93 | 22.14 |

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 | \$35,147 | \$16.8976 | \$1,351.81 | \$25.35 | \$17.57 |
| B | 96 | 38,684 | 18.5981 | 1,487.85 | 27.90 | 19.34 |
| C | 44 | 38,765 | 18.6370 | 1,490.96 | 27.96 | 19.38 |
| D | 44 | 41,296 | 19.8538 | 1,588.30 | 29.78 | 20.65 |
| E | 44 | 41,665 | 20.0313 | 1,602.50 | 30.05 | 20.83 |
| F | 44 | 42,033 | 20.2082 | 1,616.66 | 30.31 | 21.02 |
| G | 44 | 42,396 | 20.3827 | 1,630.62 | 30.57 | 21.20 |
| H | 44 | 42,763 | 20.5591 | 1,644.73 | 30.84 | 21.38 |
| I | 44 | 43,132 | 20.7365 | 1,658.92 | 31.10 | 21.57 |
| J | 34 | 43,490 | 20.9087 | 1,672.70 | 31.36 | 21.75 |
| K | 34 | 43,860 | 21.0865 | 1,686.92 | 31.63 | 21.93 |
| L | 26 | 44,228 | 21.2635 | 1,701.08 | 31.90 | 22.11 |
| M | 26 | 44,592 | 21.4385 | 1,715.08 | 32.16 | 22.30 |
| N | 24 | 44,965 | 21.6178 | 1,729.42 | 32.43 | 22.48 |
| O | -- | 45,330 | 21.7933 | 1,743.46 | 32.69 | 22.67 |

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.