

# LETTER CARRIER PAY SCHEDULE

## City Carrier Wage Schedule: Effective November 21, 2009

The following salary and rate schedule for all NALC-represented employees includes the 1.9 percent general wage increase on November 21, 2009—the fourth 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	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; was not 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
<b>A</b>	96	\$42,610	\$20.4856	\$1,638.85	\$30.73	\$21.31
<b>B</b>	96	46,300	22.2596	1,780.77	33.39	23.15
<b>C</b>	44	47,732	22.9481	1,835.85	34.42	23.87
<b>D</b>	44	50,474	24.2663	1,941.30	36.40	25.24
<b>E</b>	44	50,852	24.4481	1,955.85	36.67	25.43
<b>F</b>	44	51,231	24.6303	1,970.42	36.95	25.62
<b>G</b>	44	51,604	24.8096	1,984.77	37.21	25.80
<b>H</b>	44	51,981	24.9909	1,999.27	37.49	25.99
<b>I</b>	44	52,359	25.1726	2,013.81	37.76	26.18
<b>J</b>	34	52,732	25.3519	2,028.15	38.03	26.37
<b>K</b>	34	53,110	25.5337	2,042.70	38.30	26.56
<b>L</b>	26	53,486	25.7144	2,057.15	38.57	26.74
<b>M</b>	26	53,865	25.8966	2,071.73	38.84	26.93
<b>N</b>	24	54,243	26.0784	2,086.27	38.12	27.12
<b>O</b>	--	54,618	26.2587	2,100.70	39.39	27.31

### 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	\$44,496	\$21.3923	1,711.38	32.09	\$22.25
<b>B</b>	96	48,421	23.2793	1,862.34	34.92	24.21
<b>C</b>	44	48,511	23.3226	1,865.81	34.98	24.26
<b>D</b>	44	51,319	24.6726	1,973.81	37.01	25.66
<b>E</b>	44	51,726	24.8683	1,989.46	37.30	25.86
<b>F</b>	44	52,136	25.0654	2,005.23	37.60	26.07
<b>G</b>	44	52,539	25.2591	2,020.73	37.89	26.27
<b>H</b>	44	52,944	25.4538	2,036.30	38.18	26.47
<b>I</b>	44	53,356	25.6519	2,052.15	38.48	26.68
<b>J</b>	34	53,752	25.8423	2,067.38	38.76	26.88
<b>K</b>	34	54,162	26.0394	2,083.15	39.06	27.08
<b>L</b>	26	54,570	26.2356	2,098.85	39.35	27.29
<b>M</b>	26	54,973	26.4293	2,114.34	39.64	27.49
<b>N</b>	24	55,389	26.6293	2,130.34	39.94	27.69
<b>O</b>	--	55,794	26.8240	2,145.92	40.24	27.90

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.