

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective January 12, 2013

The following salary and rate schedule is for all NALC-represented employees.

### 2011-2016 National Agreement

Date	Type of Increase*	Amount
Jan. 2013**	COLA	\$146
July 2013***	COLA	\$541
Nov. 16, 2013	General wage increase	1%
Jan. 2014	COLA	TBD
July 2014	COLA	TBD
Nov. 15, 2014	General wage increase	1.5%
Jan. 2015	COLA	TBD
July 2015	COLA	TBD
Nov. 14, 2015	General wage increase	1%
Jan. 2016	COLA	TBD

\* Value of COLAs depends on changes in the level of the Consumer Price Index. While CCAs will not be eligible for COLAs, they will receive the general wage increases above, as well as increases of 1%, 1% and 1.5% in November 2013, 2014 and 2015.

\*\* This COLA, calculated in 2013, will be deferred and paid after release of the January 2014 CPI.

\*\*\* This COLA, calculated in 2013, will be deferred and paid after release of the July 2014 CPI.

Note that next year both of the deferred 2013 COLAs, \$146 annually and \$541 annually, will be added to the Step O pay rates in Table 2 of the Pay Schedule, which applies to city carriers hired in career positions on or after January 13, 2013. The pay rates of Steps A through N of Table 2 will be increased proportionally, as provided by the contract. (For example, Step A is set at 61.5 percent of Step O, so the COLA for Grade 1, Step A is \$333 annually.)

**Table 1: City Carrier Schedule**

This schedule applies to all carriers hired prior to January 12, 2013

**RSC Q1 (NALC)**

Basic Annual Salaries																<i>MOST PREV. STEP</i>
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1	44,292	48,046	49,502	52,292	52,676	53,062	53,441	53,825	54,210	54,589	54,973	55,356	55,742	56,128	56,508	386
2	46,211	50,203	50,295	53,151	53,566	53,983	54,393	54,805	55,224	55,627	56,044	56,459	56,869	57,292	57,704	417
Part-Time Flexible Employees - Hourly Basic Rates																
1	22.15	24.02	24.75	26.15	26.34	26.53	26.72	26.91	27.11	27.29	27.49	27.68	27.87	28.06	28.25	
2	23.11	25.10	25.15	26.58	26.78	26.99	27.20	27.40	27.61	27.81	28.02	28.23	28.43	28.65	28.85	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	21.29	23.10	23.80	25.14	25.33	25.51	25.69	25.88	26.06	26.24	26.43	26.61	26.80	26.98	27.17	
2	22.22	24.14	24.18	25.55	25.75	25.95	26.15	26.35	26.55	26.74	26.94	27.14	27.34	27.54	27.74	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

**Table 2: City Carrier Schedule**

This schedule applies to all carriers hired on or after January 12, 2013

**RSC Q2 (NALC)**

Basic Annual Salaries																<i>MOST PREV. STEP</i>
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1	34,752	36,306	37,860	39,414	40,968	42,522	44,076	45,630	47,184	48,738	50,292	51,846	53,400	54,954	56,508	1,554
2	35,488	37,075	38,662	40,249	41,835	43,422	45,009	46,596	48,183	49,770	51,357	52,943	54,530	56,117	57,704	1,587
Hourly Basic Rates																
1	16.71	17.45	18.20	18.95	19.70	20.44	21.19	21.94	22.68	23.43	24.18	24.93	25.67	26.42	27.17	
2	17.06	17.82	18.59	19.35	20.11	20.88	21.64	22.40	23.16	23.93	24.69	25.45	26.22	26.98	27.74	
Percent Step O																
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4

**City Carrier Assistant Schedule**

**Hourly Rates  
RSC Q7 (NALC)**

CCA Grade	BB	AA
1	15.00	16.25
2	15.32	16.59