

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective November 16, 2013

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

Note: There was an error in calculating hourly wage rates in the chart printed in the November 2013 *Postal Record*. Some of the prior hourly wages were off by 1 cent due to rounding. In addition, the "Most Prev. Step" amounts have been corrected to reflect the Nov. 16 general wage increase.

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 0 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 0, so the COLA for Grade 1, Step A is \$333 annually.)

Table 1: City Carrier Schedule

RSC Q (NALC)

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

Basic Annual Salaries

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
1	44,735	48,526	49,997	52,815	53,203	53,593	53,975	54,363	54,752	55,135	55,523	55,910	56,299	56,689	57,073	388
2	46,673	50,705	50,798	53,683	54,102	54,523	54,937	55,353	55,776	56,183	56,604	57,024	57,438	57,865	58,281	421
Part-Time Flexible Employees - Hourly Basic Rates																
1	22.37	24.26	25.00	26.41	26.60	26.80	26.99	27.18	27.38	27.57	27.76	27.96	28.15	28.34	28.54	
2	23.34	25.35	25.40	26.84	27.05	27.26	27.47	27.68	27.89	28.09	28.30	28.51	28.72	28.93	29.14	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	21.51	23.33	24.04	25.39	25.58	25.77	25.95	26.14	26.32	26.51	26.69	26.88	27.07	27.25	27.44	
2	22.44	24.38	24.42	25.81	26.01	26.21	26.41	26.61	26.82	27.01	27.21	27.42	27.61	27.82	28.02	
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

RSC Q7 (NALC)

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

Basic Annual Salaries

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
1	35,100	36,669	38,239	39,808	41,378	42,947	44,517	46,086	47,656	49,225	50,795	52,364	53,934	55,504	57,073	1,570
2	35,843	37,446	39,049	40,651	42,253	43,856	45,459	47,062	48,665	50,268	51,871	53,472	55,075	56,678	58,281	1,603
Hourly Basic Rates																
1	16.88	17.63	18.38	19.14	19.89	20.65	21.40	22.16	22.91	23.67	24.42	25.18	25.93	26.68	27.44	
2	17.23	18.00	18.77	19.54	20.31	21.08	21.86	22.63	23.40	24.17	24.94	25.71	26.48	27.25	28.02	
Percent Step 0																
1	62.12%	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 Q4 (NALC)**

CCA Grade	BB	AA
1	15.30	16.58
2	15.63	16.92