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 | TBD |
| 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.

RSC Q1 (NALC)

RSC Q2 (NALC)

Table 1: City Carrier Schedule This schedule applies to all carriers hired prior to January 12, 2013 Basic Annual Salaries

| | | | | | | Dasic A | iniual S | alailes | | | | | | | Most |
|---|---|---|---|---|---|---|--|--|--|--|--|---|---|---|--|
| | | | | | | | | | | | | | | | Prev. |
| А | В | С | D | E | F | G | Н | I | J | К | L | Μ | Ν | 0 | Step |
| 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 |
| 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 | | | | | | | | | | | | | | | |
| 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 | |
| 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 | e/Part-Tir | ne Regul | ar Emplo | yees - Ho | urly Basi | c Rates | | | | | |
| 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 | |
| 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) | | | | | | | | | | | | | | | |
| (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. |
| 1 - 2 | 96 | 96 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 34 | 34 | 26 | 26 | 24 | 12.4 |
| | 44,292 46,211 22.15 23.11 21.29 | 44,292 48,046 46,211 50,203 22.15 24.02 23.11 25.10 21.29 23.10 22.22 24.14 (From-To) A-B | 44,292 48,046 49,502 46,211 50,203 50,295 22.15 24.02 24.75 23.11 25.10 25.15 21.29 23.10 23.80 22.22 24.14 24.18 (From-To) A-B B-C | 44,292 48,046 49,502 52,292 46,211 50,203 50,295 53,151 22.15 24.02 24.75 26.15 23.11 25.10 25.15 26.58 21.29 23.10 23.80 25.14 22.22 24.14 24.18 25.55 (From-To) A-B B-C C-D | 44,292 48,046 49,502 52,292 52,676 46,211 50,203 50,295 53,151 53,566 22.15 24.02 24.75 26.15 26.34 23.11 25.10 25.15 26.58 26.78 Full-Time 21.29 23.10 23.80 25.14 25.33 22.22 24.14 24.18 25.55 25.75 (From-To) | A B C D E F 44,292 48,046 49,502 52,292 52,676 53,062 46,211 50,203 50,295 53,151 53,566 53,983 22.15 24.02 24.75 26.15 26.34 26.53 23.11 25.10 25.15 26.58 26.78 26.99 Full-Time/Part-Tir 21.29 23.10 23.80 25.14 25.33 25.51 22.22 24.14 24.18 25.55 25.75 25.95 Step Ind (From-To) A-B B-C C-D D-E E-F | A B C D E F G 44,292 48,046 49,502 52,292 52,676 53,062 53,441 46,211 50,203 50,295 53,151 53,566 53,983 54,393 Part-Time Flexible Em 22.15 24.02 24.75 26.15 26.34 26.53 26.72 23.11 25.10 25.15 26.58 26.78 26.99 27.20 Full-Time/Part-Time Regult 21.29 23.10 23.80 25.14 25.33 25.51 26.69 22.22 24.14 24.18 25.55 25.75 25.95 26.15 Step Increase Wat (From-To) A-B B-C C-D D-E E-F F-G | A B C D E F G H 44,292 48,046 49,502 52,292 52,676 53,062 53,441 53,825 46,211 50,203 50,295 53,151 53,566 53,983 54,393 54,805 Part-Time Flexible Employees 22.15 24.02 24.75 26.15 26.34 26.53 26.72 26.91 23.11 25.10 25.15 26.58 26.78 26.99 27.20 27.40 Full-Time/Part-Time Regular Emplo 21.29 23.10 23.80 25.14 25.33 25.51 26.65 26.35 22.22 24.14 24.18 25.55 25.75 25.95 26.15 26.35 24.02 24.14 24.18 25.55 25.75 25.95 26.15 26.35 Step Increase Waiting Per C C-D D-E E-F F-G G-H | 44,292 48,046 49,502 52,292 52,676 53,062 53,441 53,825 54,210 46,211 50,203 50,295 53,151 53,566 53,983 54,393 54,805 55,224 Part-Time Flexible Employees - Hourly B 22.15 24.02 24.75 26.15 26.34 26.53 26.72 26.91 27.11 23.11 25.10 25.15 26.58 26.78 26.99 27.20 27.40 27.61 Full-Time/Part-Time Regular Employees - Hourly B 21.29 23.10 23.80 25.14 25.33 25.51 26.69 26.35 26.66 22.22 24.14 24.18 25.55 25.75 25.95 26.15 26.55 Step Increase Waiting Periods (In V (From-To) A-B B-C C-D D-E E-F F-G G-H H-I | A B C D E F G H I J 44,292 48,046 49,502 52,292 52,676 53,062 53,441 53,825 54,210 54,589 46,211 50,203 50,295 53,151 53,566 53,983 54,393 54,805 55,224 55,627 Part-Time Flexible Employees - Hourly Basic Rate 22.15 24.02 24.75 26.15 26.34 26.53 26.72 26.91 27.11 27.29 23.11 25.10 25.15 26.58 26.78 26.99 27.20 27.40 27.61 27.81 Full-Time/Part-Time Regular Employees - Hourly Basi 21.29 23.10 23.80 25.14 25.33 25.51 25.69 25.88 26.06 26.24 22.22 24.14 24.18 25.55 25.75 25.95 26.15 26.35 26.55 26.74 22.22 24.14 24.18 25.55 25.75 | A B C D E F G H I J K 44,292 48,046 49,502 52,292 52,676 53,062 53,441 53,825 54,210 54,589 54,973 46,211 50,203 50,295 53,151 53,566 53,983 54,393 54,805 55,224 55,627 56,044 Part-Time Flexible Employees - Hourly Basic Rates 22.15 24.02 24.75 26.15 26.34 26.53 26.72 26.91 27.11 27.29 27.49 23.11 25.10 25.15 26.58 26.78 26.99 27.20 27.40 27.61 27.81 28.02 Full-Time/Part-Time Regular Employees - Hourly Basic Rates 21.29 23.10 23.80 25.14 25.33 25.51 25.69 25.88 26.06 26.24 26.43 22.22 24.14 24.18 25.55 25.75 25.95 26.15 26.35 26.55 2 | A B C D E F G H I J K L 44,292 48,046 49,502 52,292 52,676 53,062 53,441 53,825 54,210 54,589 54,973 55,356 46,211 50,203 50,295 53,151 53,566 53,983 54,393 54,805 55,224 55,627 56,044 56,459 Part-Time Flexible Employees - Hourly Basic Rates 22.15 24.02 24.75 26.15 26.34 26.53 26.72 26.91 27.11 27.29 27.49 27.68 23.11 25.10 25.15 26.58 26.78 26.99 27.20 27.40 27.61 27.81 28.02 28.23 Full-Time/Part-Time Regular Employees - Hourly Basic Rates 21.29 23.10 23.80 25.14 25.33 25.51 25.69 25.88 26.06 26.24 26.43 26.61 22.22 24.14 24.18 25.55 25.75 25.95 26.15 26.35 26.55 26.74 26 | A B C D E F G H I J K L M 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 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 Part-Time Flexible Employees - Hourly Basic Rates 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 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 Full-Time/Part-Time Regular Employees - Hourly Basic Rates 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 22.22 24.14 24.18 25.55 25.7 | A B C D E F G H I J K L M N 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 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 Part-Time Flexible Employees - Hourly Basic Rates 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 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 Full-Time/Part-Time Regular Employees - Hourly Basic Rates 21.29 23.10 23.80 25.14 25.33 25.51 25.69 26.88 26.06 26.24 26.43 26.61 26.80 26.9 | A B C D E F G H I J K L M N O 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 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 Part-Time Flexible Employees - Hourly Basic Rates 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 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 L1.29 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< |

Table 2: City Carrier Schedule

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

| | | | | | | | Basic A | Innual S | alaries | | | | | | | 11.000 |
|--------------------|-----------|--------|--------|--------|--------|---------|----------|-----------|-----------|--------|--------|--------|--------|--------|---------|---------------|
| CC | | | | | | | | | | | | | | | | Most Prev. |
| Grade | ^ | В | C | D | E | F | G | | | | к | | м | N | 0 | = |
| Glaue | A | D | C | D | E | Г | G | Н | 1 | J | ĸ | L | 171 | IN | 0 | Step |
| 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 | |
| | | | | | | | Pe | rcent Ste | рO | | | | | | | |
| 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 In | crease W | aiting Pe | riods (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-0 | YRS. |
| Grade | s 1 - 2 | 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 |