

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective March 8, 2019

The following salary and rate schedule is for all NALC-represented employees. (At press time, these pay rates provided by USPS remain unaudited.)

### Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	\$645
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	\$0
July 2019	COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation**	3.1%

\*\* All Grade 1 and Grade 2 CCAs received an average increase of 3.1%.

\* All career Grade 1 and Grade 2 letter carriers received an average increase of 2.1%.

**NOTE: This pay schedule reflects consolidation of Grade 1 into Grade 2 on Nov. 24, 2018. The remaining grade is called City Carrier.**

**NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.**

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

**Table 1: City Carrier Schedule**

**RSC Q (NALC)**

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	52,220	56,455	56,553	59,584	60,024	60,466	60,901	61,337	61,781	62,208	62,652	63,094	63,528	63,976	64,413	444
Carrier Technician**	53,317	57,641	57,741	60,835	61,285	61,736	62,180	62,625	63,078	63,514	63,968	64,419	64,862	65,319	65,766	451
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.11	28.23	28.28	29.79	30.01	30.23	30.45	30.67	30.89	31.10	31.33	31.55	31.76	31.99	32.21	
Carrier Technician**	26.66	28.82	28.87	30.42	30.64	30.87	31.09	31.31	31.54	31.76	31.98	32.21	32.43	32.66	32.88	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.11	27.14	27.19	28.65	28.86	29.07	29.28	29.49	29.70	29.91	30.12	30.33	30.54	30.76	30.97	
Carrier Technician**	25.63	27.71	27.76	29.25	29.46	29.68	29.89	30.11	30.33	30.54	30.75	30.97	31.18	31.40	31.62	
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.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

\*\* Carrier Technicians receive an additional 2.1%

**Table 2: City Carrier Schedule**

**RSC Q7 (NALC)**

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	39,615	41,384	43,157	44,928	46,700	48,470	50,243	52,014	53,786	55,557	57,329	59,099	60,871	62,641	64,413	1,772
Carrier Technician**	40,447	42,253	44,063	45,871	47,681	49,488	51,298	53,106	54,916	56,724	58,533	60,340	62,149	63,956	65,766	1,810
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.81	20.69	21.58	22.46	23.35	24.24	25.12	26.01	26.89	27.78	28.66	29.55	30.44	31.32	32.21	
Carrier Technician**	20.22	21.13	22.03	22.94	23.84	24.74	25.65	26.55	27.46	28.36	29.27	30.17	31.07	31.98	32.88	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.05	19.90	20.75	21.60	22.45	23.30	24.16	25.01	25.86	26.71	27.56	28.41	29.26	30.12	30.97	
Carrier Technician**	19.45	20.31	21.18	22.05	22.92	23.79	24.66	25.53	26.40	27.27	28.14	29.01	29.88	30.75	31.62	
Percent Step O																
	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.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

\*\* Carrier Technicians receive an additional 2.1%

**Table 3: City Carrier Assistant Schedule**

**Hourly Rates**

**RSC Q4 (NALC)**

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	CC	BB	AA
City Carrier (Grade 2)	17.29	17.79	18.29
Carrier Technician (add 2.1%)	17.65	18.15	18.65
Steps (From-To) in weeks	CC-BB	BB-AA	
	12	40	

	CC	BB	AA
City Carrier (Grade 2)	18.72	19.22	19.72
Carrier Technician (add 2.1%)	19.11	19.61	20.11
Steps (From-To) in weeks	CC-BB	BB-AA	
	12	40	