

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Nov. 19, 2022

(Nov. 19, 2022  
general wage increase)

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

### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

**NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.**

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

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.

\* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

### 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	P	
City Carrier (Grade 2)	61,870	66,309	66,411	69,588	70,048	70,512	70,969	71,425	71,889	72,338	72,804	73,266	73,722	74,192	74,647	75,091	464
Carrier Technician**	63,169	67,701	67,806	71,049	71,519	71,993	72,459	72,925	73,399	73,857	74,333	74,805	75,270	75,750	76,215	76,668	474
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.06	33.29	33.34	34.93	35.16	35.40	35.63	35.86	36.09	36.31	36.55	36.78	37.01	37.25	37.47	37.70	
Carrier Technician**	31.71	33.99	34.04	35.67	35.90	36.14	36.38	36.61	36.85	37.08	37.32	37.55	37.79	38.03	38.26	38.49	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.75	31.88	31.93	33.46	33.68	33.90	34.12	34.34	34.56	34.78	35.00	35.22	35.44	35.67	35.89	36.10	
Carrier Technician**	30.37	32.55	32.60	34.16	34.38	34.61	34.84	35.06	35.29	35.51	35.74	35.96	36.19	36.42	36.64	36.86	
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	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

\*\* 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
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	45,911	47,961	50,014	52,067	54,121	56,171	58,226	60,281	62,332	64,384	66,438	68,489	70,545	72,595	74,647	75,091	2050
Carrier Technician**	46,875	48,968	51,064	53,160	55,258	57,351	59,449	61,547	63,641	65,736	67,833	69,927	72,026	74,119	76,215	76,668	2098
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.18***	23.05	24.08	25.11	26.14	27.17	28.20	29.23	30.26	31.29	32.32	33.35	34.38	35.41	36.44	37.47	37.70
Carrier Technician**	22.64***	23.53	24.58	25.63	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.10	36.16	37.21	38.26	38.49
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.07	23.06	24.05	25.03	26.02	27.01	27.99	28.98	29.97	30.95	31.94	32.93	33.92	34.90	35.89	36.10	
Carrier Technician**	22.54	23.54	24.55	25.56	26.57	27.57	28.58	29.59	30.60	31.60	32.61	33.62	34.63	35.63	36.64	36.86	
Percent Step O																	
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	100.00%	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	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	O-P	YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

### 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.

	BB	AA	BB	AA
City Carrier (Grade 2)	19.33	19.83	20.88	21.38
Carrier Technician (add 2.1%)	19.74	20.25	21.32	21.83
Steps (From BB to AA) in weeks	52		52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.