

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Implemented Feb. 29, 2020

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

Career city letter carrier increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Jan. 2020	COLA	\$166
July 2020	COLA	TBD
Nov. 21, 2020	General wage increase	1.1%
Jan. 2021	COLA	TBD
July 2021	COLA	TBD
Nov. 20, 2021	General wage increase	1.3%
Jan. 2022	COLA	TBD
July 2022	COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
Jan. 2022	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: 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.

Table 1: City Carrier Schedule

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

RSC Q (NALC)

	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)	53,591	57,873	57,972	61,036	61,481	61,928	62,368	62,809	63,257	63,689	64,138	64,585	65,024	65,477	65,918	447
Carrier Technician**	54,716	59,088	59,189	62,318	62,772	63,228	63,678	64,128	64,585	65,026	65,485	65,941	66,390	66,852	67,302	450
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.80	28.94	28.99	30.52	30.74	30.96	31.18	31.40	31.63	31.84	32.07	32.29	32.51	32.74	32.96	
Carrier Technician**	27.36	29.54	29.59	31.16	31.39	31.61	31.84	32.06	32.29	32.51	32.74	32.97	33.20	33.43	33.65	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.76	27.82	27.87	29.34	29.56	29.77	29.98	30.20	30.41	30.62	30.84	31.05	31.26	31.48	31.69	
Carrier Technician**	26.31	28.41	28.46	29.96	30.18	30.40	30.61	30.83	31.05	31.26	31.48	31.70	31.92	32.14	32.36	
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. 12.4
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

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

RSC Q7 (NALC)

	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)	40,541	42,352	44,165	45,978	47,791	49,603	51,417	53,230	55,043	56,855	58,669	60,480	62,294	64,105	65,918	1,813
Carrier Technician**	41,392	43,241	45,092	46,944	48,795	50,645	52,497	54,348	56,199	58,049	59,901	61,750	63,602	65,451	67,302	1,852
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	20.27	21.18	22.08	22.99	23.90	24.80	25.71	26.62	27.52	28.43	29.33	30.24	31.15	32.05	32.96	
Carrier Technician**	20.70	21.62	22.55	23.47	24.40	25.32	26.25	27.17	28.10	29.02	29.95	30.88	31.80	32.73	33.65	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.49	20.36	21.23	22.10	22.98	23.85	24.72	25.59	26.46	27.33	28.21	29.08	29.95	30.82	31.69	
Carrier Technician**	19.90	20.79	21.68	22.57	23.46	24.35	25.24	26.13	27.02	27.91	28.80	29.69	30.58	31.47	32.36	
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. 12.4
	46	46	46	46	46	46	46	46	46	46	46	46	46	46		

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

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

Hourly Rates

RSC Q4 (NALC)

	CC	BB	AA
City Carrier (Grade 2)	17.65	18.15	18.65
Carrier Technician (add 2.1%)	18.02	18.53	19.04
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

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)	19.11	19.61	20.11
Carrier Technician (add 2.1%)	19.51	20.02	20.53
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three will be eliminated. Step BB and its pay rate will become the new entry step for new CCA hires. The new waiting period from Step BB to Step AA will be 52 weeks.