

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Tentatively Effective April 19, 2025 (Nolan Arbitration Award)

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

Career city letter carrier increases

| Effective Date | Type of Increase | Amount |
|----------------|-----------------------|--------|
| Aug. 26, 2023 | July COLA | \$978 |
| Nov. 18, 2023 | General wage increase | 1.3% |
| March 9, 2024 | January COLA | \$353 |
| Sept. 7, 2024 | July COLA | \$978 |
| Nov. 16, 2024 | General wage increase | 1.4% |
| March 8, 2025 | January COLA | \$416 |
| Sept. 6, 2025 | July COLA | TBD |
| Nov. 15, 2025 | General wage increase | 1.5% |
| March 7, 2026 | January COLA | TBD |

City carrier assistant increases

| Date | Type of Increase | Amount |
|---------------|-----------------------|--------|
| Nov. 18, 2023 | General wage increase | 2.3% |
| Nov. 16, 2024 | General wage increase | 2.4% |
| Nov. 15, 2025 | General wage increase | 2.5% |

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

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 | P | |
| City Carrier (Grade 2) | 66,479 | 71,038 | 71,143 | 74,405 | 74,878 | 75,354 | 75,823 | 76,292 | 76,768 | 77,230 | 77,708 | 78,183 | 78,651 | 79,134 | 79,601 | 80,057 | 476 |
| Carrier Technician* | 67,875 | 72,530 | 72,637 | 75,968 | 76,450 | 76,936 | 77,415 | 77,894 | 78,380 | 78,852 | 79,340 | 79,825 | 80,303 | 80,796 | 81,273 | 81,738 | 486 |
| Part-Time Flexible Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 33.37 | 35.66 | 35.71 | 37.35 | 37.59 | 37.83 | 38.06 | 38.30 | 38.54 | 38.77 | 39.01 | 39.25 | 39.48 | 39.73 | 39.96 | 40.19 | |
| Carrier Technician* | 34.07 | 36.41 | 36.46 | 38.14 | 38.38 | 38.62 | 38.86 | 39.10 | 39.35 | 39.58 | 39.83 | 40.07 | 40.31 | 40.56 | 40.80 | 41.03 | |
| Full-Time/Part-Time Regular Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 31.96 | 34.15 | 34.20 | 35.77 | 36.00 | 36.23 | 36.45 | 36.68 | 36.91 | 37.13 | 37.36 | 37.59 | 37.81 | 38.05 | 38.27 | 38.49 | |
| Carrier Technician* | 32.63 | 34.87 | 34.92 | 36.52 | 36.75 | 36.99 | 37.22 | 37.45 | 37.68 | 37.91 | 38.14 | 38.38 | 38.61 | 38.84 | 39.07 | 39.30 | |
| 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

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 | |
|--|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-----------------|--|
| | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | |
| City Carrier (Grade 2) | 48,947 | 51,133 | 53,321 | 55,510 | 57,701 | 59,887 | 62,076 | 64,267 | 66,455 | 68,643 | 70,831 | 73,019 | 75,211 | 77,396 | 79,584 | 80,057 | 2,188 | |
| Carrier Technician* | 49,975 | 52,207 | 54,441 | 56,676 | 58,913 | 61,145 | 63,380 | 65,617 | 67,851 | 70,085 | 72,318 | 74,552 | 76,790 | 79,021 | 81,255 | 81,738 | 2,234 | |
| Part-Time Flexible Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 23.53 | 24.57 | 25.67 | 26.77 | 27.87 | 28.97 | 30.06 | 31.16 | 32.26 | 33.36 | 34.46 | 35.56 | 36.66 | 37.76 | 38.85 | 39.95 | 40.19 | |
| Carrier Technician* | 24.03 | 25.09 | 26.21 | 27.33 | 28.45 | 29.57 | 30.70 | 31.82 | 32.94 | 34.06 | 35.18 | 36.30 | 37.43 | 38.55 | 39.67 | 40.79 | 41.03 | |
| Full-Time/Part-Time Regular Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 23.53 | 24.58 | 25.64 | 26.69 | 27.74 | 28.79 | 29.84 | 30.90 | 31.95 | 33.00 | 34.05 | 35.11 | 36.16 | 37.21 | 38.26 | 38.49 | | |
| Carrier Technician* | 24.03 | 25.10 | 26.17 | 27.25 | 28.32 | 29.40 | 30.47 | 31.55 | 32.62 | 33.69 | 34.77 | 35.84 | 36.92 | 37.99 | 39.06 | 39.30 | | |
| 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%

Table 3: City Carrier Assistant Schedule

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

Hourly Rates

| | BB | AA |
|--------------------------------|-------|-------|
| City Carrier (Grade 2) | 20.23 | 20.73 |
| Carrier Technician (add 2.1%) | 20.65 | 21.17 |
| Steps (From BB to AA) in weeks | 52 | |

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 |
|--------------------------------|-------|-------|
| City Carrier (Grade 2) | 21.86 | 22.36 |
| Carrier Technician (add 2.1%) | 22.32 | 22.83 |
| Steps (From BB to AA) in weeks | 52 | |