

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Aug. 26, 2023 (First COLA)

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	TBD
Sept. 7, 2024	July COLA	TBD
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	TBD
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 2 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**

**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)	63,056	67,495	67,597	70,774	71,234	71,698	72,155	72,611	73,075	73,524	73,990	74,452	74,908	75,378	75,833	76,277	464
Carrier Technician*	64,380	68,912	69,017	72,260	72,730	73,204	73,670	74,136	74,610	75,068	75,544	76,015	76,481	76,961	77,425	77,879	466
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																	
City Carrier (Grade 2)	31.65	33.88	33.93	35.53	35.76	35.99	36.22	36.45	36.68	36.91	37.14	37.38	37.60	37.84	38.07	38.29	
Carrier Technician*	32.32	34.59	34.65	36.28	36.51	36.75	36.98	37.22	37.45	37.68	37.92	38.16	38.39	38.64	38.87	39.10	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																	
City Carrier (Grade 2)	30.32	32.45	32.50	34.03	34.25	34.47	34.69	34.91	35.13	35.35	35.57	35.79	36.01	36.24	36.46	36.67	
Carrier Technician*	30.95	33.13	33.18	34.74	34.97	35.19	35.42	35.64	35.87	36.09	36.32	36.55	36.77	37.00	37.22	37.44	
<b>Step Increase Waiting Periods (In Weeks)</b>																	
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)	46,636	48,719	50,804	52,889	54,976	57,059	59,145	61,233	63,317	65,401	67,487	69,571	71,659	73,742	75,826	76,277	2,084
Carrier Technician*	47,615	49,742	51,871	54,000	56,130	58,257	60,387	62,519	64,647	66,774	68,904	71,032	73,164	75,291	77,418	77,879	2,127
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																	
City Carrier (Grade 2)	22.42	23.41	24.46	25.50	26.55	27.60	28.64	29.69	30.74	31.79	32.83	33.88	34.93	35.97	37.02	38.07	38.29
Carrier Technician*	22.89	23.90	24.97	26.04	27.11	28.18	29.25	30.31	31.39	32.45	33.52	34.59	35.66	36.73	37.80	38.86	39.10
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																	
City Carrier (Grade 2)	22.42	23.42	24.43	25.43	26.43	27.43	28.44	29.44	30.44	31.44	32.45	33.45	34.45	35.45	36.45	36.67	
Carrier Technician*	22.89	23.91	24.94	25.96	26.99	28.01	29.03	30.06	31.08	32.10	33.13	34.15	35.18	36.20	37.22	37.44	
<b>Percent Step O</b>																	
	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%	
<b>Step Increase Waiting Periods (In Weeks)</b>																	
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**

**Hourly Rates**

**RSC Q4 (NALC)**

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

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