

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 16, 2024 (Second 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
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	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)	66,063	70,622	70,727	73,989	74,462	74,938	75,407	75,876	76,352	76,814	77,292	77,767	78,235	78,718	79,185	79,641	476
Carrier Technician*	67,450	72,105	72,212	75,543	76,026	76,512	76,991	77,469	77,955	78,427	78,915	79,400	79,878	80,371	80,848	81,313	486
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	33.16	35.45	35.51	37.14	37.38	37.62	37.85	38.09	38.33	38.56	38.80	39.04	39.27	39.52	39.75	39.98	
Carrier Technician*	33.86	36.20	36.25	37.92	38.17	38.41	38.65	38.89	39.13	39.37	39.62	39.86	40.10	40.35	40.59	40.82	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.76	33.95	34.00	35.57	35.80	36.03	36.25	36.48	36.71	36.93	37.16	37.39	37.61	37.85	38.07	38.29	
Carrier Technician*	32.43	34.67	34.72	36.32	36.55	36.78	37.01	37.24	37.48	37.71	37.94	38.17	38.40	38.64	38.87	39.09	
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	P
City Carrier (Grade 2)	48,693	50,867	53,044	55,222	57,401	59,576	61,753	63,933	66,110	68,286	70,463	72,640	74,820	76,994	79,170	79,641	2,177
Carrier Technician*	49,716	51,935	54,158	56,382	58,606	60,827	63,050	65,276	67,498	69,720	71,943	74,165	76,391	78,611	80,833	81,313	2,222
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.41	24.44	25.54	26.63	27.72	28.82	29.91	31.00	32.09	33.19	34.28	35.37	36.47	37.56	38.65	39.74	39.98
Carrier Technician*	23.90	24.96	26.07	27.19	28.30	29.42	30.54	31.65	32.77	33.88	35.00	36.12	37.23	38.35	39.46	40.58	40.82
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.41	24.46	25.50	26.55	27.60	28.64	29.69	30.74	31.78	32.83	33.88	34.92	35.97	37.02	38.06	38.29	
Carrier Technician*	23.90	24.97	26.04	27.11	28.18	29.24	30.31	31.38	32.45	33.52	34.59	35.66	36.73	37.79	38.86	39.09	
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

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)	20.23	20.73		21.86	22.36
Carrier Technician (add 2.1%)	20.65	21.17		22.32	22.83
Steps (From BB to AA) in weeks	52			52	