

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Implemented Nov. 23, 2019

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 | TBD |
| 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

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 | |
| City Carrier (Grade 2) | 53,425 | 57,707 | 57,806 | 60,870 | 61,315 | 61,762 | 62,202 | 62,643 | 63,091 | 63,523 | 63,972 | 64,419 | 64,858 | 65,311 | 65,752 | 447 |
| Carrier Technician** | 54,547 | 58,919 | 59,020 | 62,148 | 62,603 | 63,059 | 63,508 | 63,959 | 64,416 | 64,857 | 65,315 | 65,772 | 66,220 | 66,683 | 67,133 | 457 |
| | Part-Time Flexible Employees - Hourly Basic Rates | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 26.71 | 28.85 | 28.90 | 30.44 | 30.66 | 30.88 | 31.10 | 31.32 | 31.55 | 31.76 | 31.99 | 32.21 | 32.43 | 32.66 | 32.88 | |
| Carrier Technician** | 27.27 | 29.46 | 29.51 | 31.07 | 31.30 | 31.53 | 31.75 | 31.98 | 32.21 | 32.43 | 32.66 | 32.89 | 33.11 | 33.34 | 33.57 | |
| | Full-Time/Part-Time Regular Employees - Hourly Basic Rates | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 25.69 | 27.74 | 27.79 | 29.26 | 29.48 | 29.69 | 29.90 | 30.12 | 30.33 | 30.54 | 30.76 | 30.97 | 31.18 | 31.40 | 31.61 | |
| Carrier Technician** | 26.22 | 28.33 | 28.38 | 29.88 | 30.10 | 30.32 | 30.53 | 30.75 | 30.97 | 31.18 | 31.40 | 31.62 | 31.84 | 32.06 | 32.28 | |
| | 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. | |
| | 96 | 96 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 34 | 34 | 26 | 26 | 24 | 12.4 | |

** 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 |
|------------------------|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-----------------------|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | |
| City Carrier (Grade 2) | 40,439 | 42,245 | 44,054 | 45,862 | 47,671 | 49,478 | 51,288 | 53,096 | 54,904 | 56,712 | 58,521 | 60,328 | 62,137 | 63,944 | 65,752 | 1,808 |
| Carrier Technician** | 41,288 | 43,132 | 44,979 | 46,825 | 48,672 | 50,517 | 52,365 | 54,211 | 56,057 | 57,903 | 59,750 | 61,595 | 63,442 | 65,287 | 67,133 | 1,846 |
| | Part-Time Flexible Employees - Hourly Basic Rates | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 20.22 | 21.12 | 22.03 | 22.93 | 23.84 | 24.74 | 25.64 | 26.55 | 27.45 | 28.36 | 29.26 | 30.16 | 31.07 | 31.97 | 32.88 | |
| Carrier Technician** | 20.64 | 21.57 | 22.49 | 23.41 | 24.34 | 25.26 | 26.18 | 27.11 | 28.03 | 28.95 | 29.88 | 30.80 | 31.72 | 32.64 | 33.57 | |
| | Full-Time/Part-Time Regular Employees - Hourly Basic Rates | | | | | | | | | | | | | | | |
| City Carrier (Grade 2) | 19.44 | 20.31 | 21.18 | 22.05 | 22.92 | 23.79 | 24.66 | 25.53 | 26.40 | 27.27 | 28.14 | 29.00 | 29.87 | 30.74 | 31.61 | |
| Carrier Technician** | 19.85 | 20.74 | 21.62 | 22.51 | 23.40 | 24.29 | 25.18 | 26.06 | 26.95 | 27.84 | 28.73 | 29.61 | 30.50 | 31.39 | 32.28 | |
| | 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. | |
| | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 12.4 | |

** 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.

| | CC | BB | AA | | CC | BB | AA |
|-------------------------------|-------------|-------------|-------|-------------------------------|-------------|-------------|-------|
| City Carrier (Grade 2) | 17.65 | 18.15 | 18.65 | City Carrier (Grade 2) | 19.11 | 19.61 | 20.11 |
| Carrier Technician (add 2.1%) | 18.02 | 18.53 | 19.04 | Carrier Technician (add 2.1%) | 19.51 | 20.02 | 20.53 |
| Steps (From-To) in weeks | CC-BB 12 | BB-AA 40 | | 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.