

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective March 11, 2023 (7th COLA)

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

### Career city letter carrier increases

| Effective Date   | Type of Increase      | Amount  |
|------------------|-----------------------|---------|
| Nov. 23, 2019    | General wage increase | 1.1%    |
| Feb. 29, 2020    | January COLA          | \$1.66  |
| Aug. 29, 2020    | July COLA             | \$1.88  |
| Nov. 21, 2020    | General wage increase | 1.1%    |
| Feb. 27, 2021    | January COLA          | \$4.16  |
| Aug. 28, 2021*   | July COLA             | \$1,934 |
| Nov. 20, 2021    | General wage increase | 1.3%    |
| Feb. 26, 2022*   | January COLA          | \$1,331 |
| Aug. 27, 2022*   | July COLA             | \$2,455 |
| Nov. 19, 2022    | General wage increase | 1.3%    |
| March 11, 2023** | January COLA          | \$208   |

### 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:** 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:** Effective Nov. 19, 2022, Table One and Table Two was 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 COLA 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 9.3.6, 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)                                     | \$3,078 | \$4,517 | \$6,439 | \$8,796 | \$10,264 | \$10,720 | \$11,377 | \$11,633 | \$12,097 | \$12,546 | \$13,013 | \$13,474 | \$13,930 | \$14,400 | \$14,855 | \$15,299 | \$44            |
| Carrier Technician**                                       | \$3,382 | \$4,914 | \$6,808 | \$9,260 | \$11,731 | \$12,205 | \$12,872 | \$13,137 | \$13,611 | \$14,069 | \$14,545 | \$15,017 | \$15,480 | \$15,962 | \$16,427 | \$16,880 | \$46            |
| Part-Time Flexible Employees - Hourly Basic Rates          |         |         |         |         |          |          |          |          |          |          |          |          |          |          |          |          |                 |
| City Carrier (Grade 2)                                     | \$11.52 | \$15.39 | \$21.44 | \$25.04 | \$28.37  | \$29.50  | \$30.73  | \$31.36  | \$32.56  | \$33.79  | \$35.02  | \$36.25  | \$37.48  | \$38.71  | \$39.94  | \$41.17  |                 |
| Carrier Technician**                                       | \$12.82 | \$18.09 | \$24.15 | \$28.77 | \$33.01  | \$34.25  | \$35.49  | \$36.72  | \$37.95  | \$39.18  | \$40.42  | \$41.65  | \$42.88  | \$44.11  | \$45.34  | \$46.57  |                 |
| Full-Time/Part-Time Regular Employees - Hourly Basic Rates |         |         |         |         |          |          |          |          |          |          |          |          |          |          |          |          |                 |
| City Carrier (Grade 2)                                     | \$29.83 | \$41.98 | \$52.60 | \$59.56 | \$67.75  | \$69.00  | \$71.32  | \$72.44  | \$74.69  | \$76.85  | \$79.10  | \$81.32  | \$83.54  | \$85.77  | \$87.99  | \$90.20  |                 |
| Carrier Technician**                                       | \$32.47 | \$45.45 | \$56.70 | \$64.36 | \$73.49  | \$74.75  | \$77.04  | \$78.16  | \$80.40  | \$82.56  | \$84.81  | \$87.02  | \$89.23  | \$91.44  | \$93.64  | \$95.84  |                 |
| 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      |          | PREL            |
|                                                            | 24      | 24      | 44      | 44      | 44       | 44       | 44       | 44       | 44       | 34       | 34       | 24       | 24       | 24       | 44       | 23.3     |                 |

\*\* 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)                                     | \$4,008    | \$49,094 | \$61,153 | \$73,211 | \$84,271 | \$94,337 | \$99,387 | \$104,448 | \$109,505 | \$114,562 | \$119,622 | \$124,679 | \$129,740 | \$134,800 | \$139,854 | \$144,914 | \$150,000       |
| Carrier Technician**                                       | \$47,005   | \$49,094 | \$61,153 | \$73,211 | \$84,271 | \$94,337 | \$99,387 | \$104,448 | \$109,505 | \$114,562 | \$119,622 | \$124,679 | \$129,740 | \$134,800 | \$139,854 | \$144,914 | \$150,000       |
| Part-Time Flexible Employees - Hourly Basic Rates          |            |          |          |          |          |          |          |           |           |           |           |           |           |           |           |           |                 |
| City Carrier (Grade 2)                                     | \$22.24*** | \$23.13  | \$24.34  | \$25.58  | \$26.75  | \$27.34  | \$28.28  | \$29.31   | \$30.35   | \$31.38   | \$32.45   | \$33.44   | \$34.48   | \$35.51   | \$36.54   | \$37.58   | \$38.60         |
| Carrier Technician**                                       | \$22.71*** | \$23.60  | \$24.85  | \$26.11  | \$27.36  | \$27.92  | \$28.87  | \$29.90   | \$30.93   | \$31.96   | \$32.99   | \$34.02   | \$35.06   | \$36.09   | \$37.13   | \$38.17   | \$39.19         |
| Full-Time/Part-Time Regular Employees - Hourly Basic Rates |            |          |          |          |          |          |          |           |           |           |           |           |           |           |           |           |                 |
| City Carrier (Grade 2)                                     | \$22.53    | \$23.13  | \$24.31  | \$25.50  | \$26.69  | \$27.08  | \$28.07  | \$29.06   | \$30.05   | \$31.04   | \$32.03   | \$33.02   | \$34.01   | \$35.00   | \$35.99   | \$36.98   |                 |
| Carrier Technician**                                       | \$22.60    | \$23.61  | \$24.62  | \$25.63  | \$26.64  | \$27.65  | \$28.66  | \$29.67   | \$30.68   | \$31.69   | \$32.70   | \$33.71   | \$34.72   | \$35.73   | \$36.74   | \$37.75   |                 |
| Percent Step O                                             |            |          |          |          |          |          |          |           |           |           |           |           |           |           |           |           |                 |
|                                                            | 68.84%     | 69.87%   | 66.60%   | 69.34%   | 72.07%   | 74.80%   | 80.28%   | 80.28%    | 80.08%    | 85.74%    | 88.48%    | 91.21%    | 93.95%    | 96.68%    | 99.43%    | 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       | PREL            |
|                                                            | 44         | 44       | 44       | 44       | 44       | 44       | 44       | 44        | 44        | 44        | 44        | 44        | 44        | 44        | 44        | 44        | 23.3            |

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*The PTF Step-AA pay dispute was settled April 26, 2022 (\$4-01 \$80). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

**Table 3: City Carrier Assistant Schedule**

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

**Hourly Rates**

**RSC Q4 (NALC)**

|                                | 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    |       |  |
| 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    |       |  |

## 14 Postal Rate Chart

**United States. Congress. Senate.  
Committee on Post Office and Civil  
Service. Subcommittee on Postal  
Rates**

#### 14 Postal Rate Chart:

*Postal Rate and Fee Changes, 1983, Docket No. R84-1* United States. Postal Rate Commission, 1984      **Postal Rates**  
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Post Office and Civil Service. Subcommittee on Postal Rates, 1958 Considers legislation to increase postal rates establish  
postal rate and PO employee salary computation policies revise undeliverable mail handling procedure and authorize second  
class mail status for certain hard cover publications      **Postal Rate and Fee Changes, 1983, Docket No. R84-1:**  
**Opinion and recommended decision (September 7, 1984)** United States. Postal Rate Commission, 1984      *The Effects*  
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Congress. Senate. Committee on Post Office and Civil Service. Subcommittee on Postal Rates, 1958 Considers legislation to  
increase postal rates establish postal rate and PO employee salary computation policies revise undeliverable mail handling  
procedure and authorize second class mail status for certain hard cover publications      Postal Rate Revision of 1962,  
Hearings ... 87-2 ... [selected Dates] March, April, May, June, July, August, 1962 United States. Congress. Senate. Post Office  
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codification of documents of general applicability and future effect with ancillaries      *Postal Rate and Fee Changes, 1980,*  
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the codification of the general and permanent rules published in the Federal register by the executive departments and  
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under 39 U.S.C., section 3625, and supporting record in the matter of postal rate and fee increases, 1971 United States. Postal

Rate Commission, 1972

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