

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 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 9.3.6, 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)	\$1.86	\$2.39	\$3.44	\$5.04	\$5.37	\$5.50	\$5.73	\$5.86	\$6.19	\$6.42	\$6.65	\$6.88	\$7.11	\$7.35	\$7.58	\$7.80	
Carrier Technician**	\$2.02	\$2.69	\$3.95	\$5.77	\$6.01	\$6.25	\$6.49	\$6.72	\$6.95	\$7.28	\$7.42	\$7.66	\$7.89	\$8.13	\$8.37	\$8.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	\$2.85	\$4.38	\$6.03	\$8.56	\$9.78	\$10.00	\$10.32	\$10.44	\$10.86	\$11.10	\$11.34	\$11.57	\$11.80	\$12.04	\$12.27	\$12.50	
Carrier Technician**	\$3.07	\$4.65	\$6.50	\$9.36	\$10.69	\$10.91	\$11.24	\$11.36	\$11.78	\$12.02	\$12.26	\$12.49	\$12.72	\$12.96	\$13.19	\$13.42	
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	\$4,594	\$6,153	\$8,251	\$10,271	\$10,337	\$10,387	\$10,448	\$10,505	\$10,562	\$10,622	\$10,679	\$10,740	\$10,794	\$10,854	\$10,919	\$44
Carrier Technician**	\$4,005	\$4,594	\$6,153	\$8,251	\$10,271	\$10,337	\$10,387	\$10,448	\$10,505	\$10,562	\$10,622	\$10,679	\$10,740	\$10,794	\$10,854	\$10,919	\$46
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	\$2.24***	\$2.31	\$2.54	\$2.58	\$2.71	\$2.74	\$2.78	\$2.81	\$2.84	\$2.87	\$2.90	\$2.93	\$2.96	\$2.99	\$3.02	\$3.05	
Carrier Technician**	\$2.71***	\$2.60	\$2.85	\$2.71	\$2.76	\$2.82	\$2.87	\$2.90	\$2.95	\$2.98	\$3.04	\$3.09	\$3.13	\$3.18	\$3.23	\$3.27	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	\$2.53	\$2.12	\$2.31	\$2.50	\$2.69	\$2.68	\$2.67	\$2.66	\$2.65	\$2.64	\$2.63	\$2.62	\$2.61	\$2.60	\$2.59	\$2.58	
Carrier Technician**	\$2.60	\$2.61	\$2.62	\$2.63	\$2.64	\$2.65	\$2.66	\$2.67	\$2.68	\$2.69	\$2.70	\$2.71	\$2.72	\$2.73	\$2.74	\$2.75	
Percent Step O																	
	68.84%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.02%	85.74%	88.48%	91.21%	93.95%	96.68%	99.42%	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 (\$4-01863). 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

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

14 Postal Rate Chart

Roman Wölfel

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the author's name.

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Table of Contents **14 Postal Rate Chart**

1. Understanding the eBook **14 Postal Rate Chart**
 - The Rise of Digital Reading **14 Postal Rate Chart**
 - Advantages of eBooks Over Traditional Books
2. Identifying **14 Postal Rate Chart**
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an **14 Postal Rate Chart**
 - User-Friendly Interface
4. Exploring eBook Recommendations from **14 Postal Rate Chart**
 - Personalized Recommendations
 - **14 Postal Rate Chart** User Reviews and Ratings
 - **14 Postal Rate Chart** and Bestseller Lists

5. Accessing 14 Postal Rate Chart Free and Paid eBooks
 - 14 Postal Rate Chart Public Domain eBooks
 - 14 Postal Rate Chart eBook Subscription Services
 - 14 Postal Rate Chart Budget-Friendly Options
6. Navigating 14 Postal Rate Chart eBook Formats
 - ePub, PDF, MOBI, and More
 - 14 Postal Rate Chart Compatibility with Devices
 - 14 Postal Rate Chart Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of 14 Postal Rate Chart
 - Highlighting and Note-Taking 14 Postal Rate Chart
 - Interactive Elements 14 Postal Rate Chart
8. Staying Engaged with 14 Postal Rate Chart
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers 14 Postal Rate Chart
9. Balancing eBooks and Physical Books 14 Postal Rate Chart
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection 14 Postal Rate Chart
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine 14 Postal Rate Chart
 - Setting Reading Goals 14 Postal Rate Chart
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of 14 Postal Rate Chart
 - Fact-Checking eBook Content of 14 Postal Rate Chart
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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