

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	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
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.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

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)	62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299	464
Carrier Technician**	63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880	474
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.16	33.39	33.44	35.04	35.27	35.50	35.73	35.96	36.19	36.42	36.65	36.88	37.11	37.35	37.58	37.80	
Carrier Technician**	31.82	34.09	34.15	35.77	36.01	36.25	36.48	36.72	36.95	37.18	37.42	37.66	37.89	38.13	38.37	38.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.85	31.98	32.03	33.56	33.78	34.00	34.22	34.44	34.66	34.88	35.10	35.32	35.54	35.77	35.99	36.20	
Carrier Technician**	30.47	32.65	32.70	34.26	34.49	34.71	34.94	35.16	35.39	35.61	35.84	36.07	36.29	36.52	36.74	36.96	
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

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)	46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299	2,060	
Carrier Technician**	47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880	2,101	
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.24***	23.11	24.14	25.18	26.21	27.24	28.28	29.31	30.35	31.38	32.41	33.44	34.48	35.51	36.54	37.58	37.80	
Carrier Technician**	22.71***	23.60	24.65	25.71	26.76	27.82	28.87	29.93	30.98	32.04	33.09	34.15	35.20	36.26	37.31	38.37	38.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.13	23.12	24.11	25.10	26.09	27.08	28.07	29.06	30.05	31.04	32.03	33.02	34.01	35.00	35.99	36.20		
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	36.96		
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%

***The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). 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)

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