

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 21, 2020

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	\$166
July 2020	COLA	\$188
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

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		
City Carrier (Grade 2)	54,360	58,689	58,789	61,886	62,336	62,788	63,233	63,679	64,131	64,568	65,022	65,474	65,918	66,376	66,821	452	
Carrier Technician**	55,502	59,921	60,024	63,186	63,645	64,107	64,561	65,016	65,478	65,924	66,387	66,849	67,302	67,770	68,224	462	
	Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.18	29.34	29.39	30.94	31.17	31.39	31.62	31.84	32.07	32.28	32.51	32.74	32.96	33.19	33.41		
Carrier Technician**	27.75	29.96	30.01	31.59	31.82	32.05	32.28	32.51	32.74	32.96	33.19	33.42	33.65	33.89	34.11		
	Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.13	28.22	28.26	29.75	29.97	30.19	30.40	30.61	30.83	31.04	31.26	31.48	31.69	31.91	32.13		
Carrier Technician**	26.68	28.81	28.86	30.38	30.60	30.82	31.04	31.26	31.48	31.69	31.92	32.14	32.36	32.58	32.80		
	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

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
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
City Carrier (Grade 2)	41,097	42,933	44,770	46,608	48,446	50,282	52,122	53,960	55,797	57,634	59,473	61,308	63,148	64,984	66,821	1,837	
Carrier Technician**	41,960	43,835	45,710	47,587	49,463	51,338	53,217	55,093	56,969	58,844	60,722	62,595	64,474	66,349	68,224	1,875	
	Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	20.55	21.47	22.39	23.30	24.22	25.14	26.06	26.98	27.90	28.82	29.74	30.65	31.57	32.49	33.41		
Carrier Technician**	20.98	21.92	22.86	23.79	24.73	25.67	26.61	27.55	28.48	29.42	30.36	31.30	32.24	33.17	34.11		
	Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.76	20.64	21.52	22.41	23.29	24.17	25.06	25.94	26.83	27.71	28.59	29.48	30.36	31.24	32.13		
Carrier Technician**	20.17	21.07	21.98	22.88	23.78	24.68	25.59	26.49	27.39	28.29	29.19	30.09	31.00	31.90	32.80		
	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

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

Hourly Rates

RSC Q4 (NALC)

	CC	BB	AA
City Carrier (Grade 2)	18.01	18.51	19.01
Carrier Technician (add 2.1%)	18.39	18.90	19.41
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

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
City Carrier (Grade 2)	19.50	20.00	20.50
Carrier Technician (add 2.1%)	19.91	20.42	20.93
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.