

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Sept. 6, 2025 (July 2025 COLA)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	\$790
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 18, 2023	General wage increase	2.3%
Nov. 16, 2024	General wage increase	2.4%
June 14, 2025	Wage adjustment	\$0.50
Nov. 15, 2025	General wage increase	2.5%

NOTE: Upon conversion to full time, part-time flexible employees in Table 2 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: 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

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	P	
City Carrier (Grade 2) Carrier Technician*	67,269 68,682	71,828 73,336	71,933 73,444	75,195 76,774	75,668 77,257	76,144 77,743	76,613 78,222	77,082 78,701	77,558 79,187	78,020 79,658	78,498 80,146	78,973 80,631	79,441 81,109	79,924 81,602	80,391 82,079	81,847 83,566	476 486
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2) Carrier Technician*	33.77 34.48	36.06 36.82	36.11 36.87	37.75 38.54	37.99 38.78	38.22 39.03	38.46 39.27	38.70 39.51	38.93 39.75	39.17 39.99	39.41 40.23	39.65 40.48	39.88 40.72	40.12 40.96	40.36 41.20	41.09 41.95	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2) Carrier Technician*	32.34 33.02	34.53 35.26	34.58 35.31	36.15 36.91	36.38 37.14	36.61 37.38	36.83 37.61	37.06 37.84	37.29 38.07	37.51 38.30	37.74 38.53	37.97 38.76	38.19 38.99	38.43 39.23	38.65 39.46	39.35 40.18	
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%																	

* 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																Prev. Step
	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	51,631	53,841	56,051	58,263	60,471	62,681	64,893	67,103	69,312	71,521	73,731	75,944	78,150	80,360	81,847	2,210
Carrier Technician*	52,715	54,972	57,228	59,487	61,741	63,997	66,256	68,512	70,768	73,023	75,279	77,539	79,791	82,048	83,566	2,256
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.92	27.03	28.14	29.25	30.36	31.47	32.58	33.69	34.80	35.90	37.01	38.12	39.23	40.34	41.09	
Carrier Technician*	26.46	27.60	28.73	29.86	30.99	32.13	33.26	34.39	35.53	36.66	37.79	38.93	40.06	41.19	41.95	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	24.82	25.89	26.95	28.01	29.07	30.14	31.20	32.26	33.32	34.39	35.45	36.51	37.57	38.63	39.35	
Carrier Technician*	25.34	26.43	27.51	28.60	29.68	30.77	31.85	32.94	34.02	35.11	36.19	37.28	38.36	39.45	40.18	
Percent Step P																
	63.08%	65.78%	68.48%	71.19%	73.88%	76.58%	79.29%	81.99%	84.68%	87.38%	90.08%	92.79%	95.48%	98.18%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	B-C 46	C-D 46	D-E 46	E-F 46	F-G 46	G-H 46	H-I 46	I-J 46	J-K 46	K-L 46	L-M 46	M-N 46	N-O 46	O-P 46		YRS. 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.

	BB	AA
City Carrier (Grade 2)	20.73	21.23
Carrier Technician (add 2.1%)	21.17	21.68
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)	22.36	22.86
Carrier Technician (add 2.1%)	22.83	23.34
Steps (From BB to AA) in weeks	52	