

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 7, 2026 (Sixth 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	\$250

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: Any time spent in PTF step AA will be credited to the carrier when converted to full-time status.

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.

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)	68,450	73,076	73,182	76,492	76,972	77,455	77,931	78,406	78,889	79,358	79,843	80,325	80,800	81,290	81,764	83,226	483
Carrier Technician*	69,887	74,611	74,719	78,098	78,588	79,082	79,568	80,053	80,546	81,025	81,520	82,012	82,497	82,997	83,481	84,974	485
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	34.36	36.68	36.74	38.40	38.64	38.88	39.12	39.36	39.60	39.84	40.08	40.32	40.56	40.81	41.05	41.78	
Carrier Technician*	35.08	37.46	37.51	39.21	39.45	39.70	39.94	40.19	40.43	40.68	40.92	41.17	41.41	41.67	41.91	42.66	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	32.91	35.13	35.18	36.78	37.01	37.24	37.47	37.70	37.93	38.15	38.39	38.62	38.85	39.08	39.31	40.01	
Carrier Technician*	33.60	35.87	35.92	37.55	37.78	38.02	38.25	38.49	38.72	38.95	39.19	39.43	39.66	39.90	40.14	40.85	
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

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)	52,510	54,757	57,005	59,255	61,501	63,749	65,998	68,246	70,492	72,739	74,986	77,237	79,481	81,729	83,226	2,248
Carrier Technician*	53,613	55,907	58,202	60,499	62,793	65,088	67,384	69,679	71,972	74,267	76,561	78,859	81,150	83,445	84,974	2,295
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.36	27.49	28.62	29.75	30.87	32.00	33.13	34.26	35.39	36.52	37.64	38.77	39.90	41.03	41.78	
Carrier Technician*	26.91	28.07	29.22	30.37	31.52	32.67	33.83	34.98	36.13	37.28	38.43	39.59	40.74	41.89	42.66	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.25	26.33	27.41	28.49	29.57	30.65	31.73	32.81	33.89	34.97	36.05	37.13	38.21	39.29	40.01	
Carrier Technician*	25.78	26.88	27.98	29.09	30.19	31.29	32.40	33.50	34.60	35.71	36.81	37.91	39.01	40.12	40.85	
Percent Step P																
	63.09%	65.79%	68.49%	71.20%	73.90%	76.60%	79.30%	82.00%	84.70%	87.40%	90.10%	92.80%	95.50%	98.20%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	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		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.

	BB	AA
City Carrier (Grade 2)	21.21	21.71
Carrier Technician (add 2.1%)	21.66	22.17
Steps (From BB to AA) in weeks	52	

Hourly Rates

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)	22.88	23.38
Carrier Technician (add 2.1%)	23.36	23.87
Steps (From BB to AA) in weeks	52	