

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Implemented August 29, 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)	53,779	58,061	58,160	61,224	61,669	62,116	62,556	62,997	63,445	63,877	64,326	64,773	65,212	65,665	66,106	447
Carrier Technician**	54,908	59,280	59,381	62,510	62,964	63,420	63,870	64,320	64,777	65,218	65,677	66,133	66,581	67,044	67,494	450
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
City Carrier (Grade 2)	26.89	29.03	29.08	30.61	30.83	31.06	31.28	31.50	31.72	31.94	32.16	32.39	32.61	32.83	33.05	
Carrier Technician**	27.45	29.64	29.69	31.26	31.48	31.71	31.94	32.16	32.39	32.61	32.84	33.07	33.29	33.52	33.75	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
City Carrier (Grade 2)	25.86	27.91	27.96	29.43	29.65	29.86	30.08	30.29	30.50	30.71	30.93	31.14	31.35	31.57	31.78	
Carrier Technician**	26.40	28.50	28.55	30.05	30.27	30.49	30.71	30.92	31.14	31.35	31.58	31.79	32.01	32.23	32.45	
<b>Step Increase Waiting Periods (In Weeks)</b>																
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. 12.4
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		

\*\* 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)	40,657	42,473	44,291	46,109	47,927	49,744	51,564	53,382	55,200	57,017	58,836	60,652	62,472	64,288	66,106	1,818
Carrier Technician**	41,511	43,365	45,221	47,077	48,933	50,789	52,647	54,503	56,359	58,214	60,072	61,926	63,784	65,638	67,494	1,856
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
City Carrier (Grade 2)	20.33	21.24	22.15	23.05	23.96	24.87	25.78	26.69	27.60	28.51	29.42	30.33	31.24	32.14	33.05	
Carrier Technician**	20.76	21.68	22.61	23.54	24.47	25.39	26.32	27.25	28.18	29.11	30.04	30.96	31.89	32.82	33.75	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
City Carrier (Grade 2)	19.55	20.42	21.29	22.17	23.04	23.92	24.79	25.66	26.54	27.41	28.29	29.16	30.03	30.91	31.78	
Carrier Technician**	19.96	20.85	21.74	22.63	23.53	24.42	25.31	26.20	27.10	27.99	28.88	29.77	30.67	31.56	32.45	
<b>Percent Step O</b>																
	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%	
<b>Step Increase Waiting Periods (In Weeks)</b>																
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. 12.4
	46	46	46	46	46	46	46	46	46	46	46	46	46	46		

\*\* 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)	17.65	18.15	18.65
Carrier Technician (add 2.1%)	18.02	18.53	19.04
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)	19.11	19.61	20.11
Carrier Technician (add 2.1%)	19.51	20.02	20.53
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.