## **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

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## **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%			

12.4

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 0 of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

Table 1: City Carrier ScheduleRSC Q (NALC)																
This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013. Most Basic Annual Salaries Perv																
	А	В	С	D	Е	F	G	H H		, J	К	L	М	Ν	0	Prev. Step
City Carrier (Grade 2) Carrier Technician**	53,779 54,908	58,061 59,280	58,160 59,381	61,224 62,510	61,669 62,964	62,116 63,420	62,556 63,870	62,997 64,320		63,877 65,218	64,326 65,677	64,773 66,133	65,212 66,581	65,665 67,044	66,106 67,494	447 450
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2) Carrier Technician**	26.89 27.45	29.03 29.64	29.08 29.69	30.61 31.26	30.83 31.48	31.06 31.71	31.28 31.94	31.50 32.16	31.72 32.39	31.94 32.61	32.16 32.84	32.39 33.07	32.61 33.29	32.83 33.52	33.05 33.75	
				Full-Ti	me/Par	t-Time R	egular E	mploye	es - Houi	ly Basic	Rates					
City Carrier (Grade 2) Carrier Technician**	25.86 26.40	27.91 28.50	27.96 28.55	29.43 30.05	29.65 30.27	29.86 30.49	30.08 30.71	30.29 30.92	30.50 31.14	30.71 31.35	30.93 31.58	31.14 31.79	31.35 32.01	31.57 32.23	31.78 32.45	
								ig Perio	ds (In W	leeks)						
Steps (From-To)							-								1-0 24	YRS. 12.4
** Carrier Technicians rec	ceive an add	itional 2.	1%													
Table 2: City Carrier Schedule RSC Q7 (NALC)																
Table 2: City Carr	ier Sche	dule													RSC	Q7 (NALC)
Table 2: City Carr This schedule ap			riers w	ith a c	areer	appoir	ntment	date o	on or a	fter Jar	ı. 12, 2	2013.			RSC	<b>Q7 (NALC)</b> Most
			riers w	ith a c	areer				on or a alaries		ı. 12, 2	2013.			RSC	Most Prev.
			r <b>iers w</b> C	<b>ith a c</b> D	areer a						н <b>. 12, 2</b> К	2 <b>013.</b> L	М	N	<b>RSC</b> 0	Most
	plies to	all car	C 44,291	D	E 47,927	Ba	G 51,564	nual S	alaries I 55,200			L	M 62,472 63,784	N 64,288 65,638		Most Prev.
<b>This schedule ap</b> City Carrier (Grade 2)	plies to A 40,657	<b>all car</b> i B 42,473	C 44,291	D 46,109 47,077	E 47,927 48,933	<b>Ba</b> F 49,744 50,789	G 51,564 52,647	nual S H 53,382 54,503	alaries I 55,200 56,359	J 57,017	K 58,836 60,072	L 60,652	62,472	64,288	0 66,106	Most Prev. Step 1,818
<b>This schedule ap</b> City Carrier (Grade 2)	plies to A 40,657	<b>all car</b> i B 42,473	C 44,291	D 46,109 47,077	E 47,927 48,933	<b>Ba</b> F 49,744 50,789	G 51,564 52,647	nual S H 53,382 54,503	alaries I 55,200 56,359	J 57,017 58,214	K 58,836 60,072	L 60,652	62,472	64,288	0 66,106	Most Prev. Step 1,818
This schedule ap City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2)	plies to a A 40,657 41,511 20.33	B 42,473 43,365 21.24	C 44,291 45,221 22.15	D 46,109 47,077 <b>F</b> 23.05 23.54	E 47,927 48,933 <b>Part-Tim</b> 23.96 24.47	Ba F 49,744 50,789 e Flexib 24.87 25.39	G 51,564 52,647 <b>Ie Emplo</b> 25.78 26.32	nual S H 53,382 54,503 yees - H 26.69 27.25	alaries I 55,200 56,359 ourly Ba 27.60 28.18	J 57,017 58,214 sic Rate 28.51	K 58,836 60,072 5 29.42 30.04	L 60,652 61,926 30.33	62,472 63,784 31.24	64,288 65,638 32.14	0 66,106 67,494 33.05	Most Prev. Step 1,818
This schedule ap City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2)	plies to a A 40,657 41,511 20.33	B 42,473 43,365 21.24	C 44,291 45,221 22.15	D 46,109 47,077 <b>F</b> 23.05 23.54	E 47,927 48,933 <b>Part-Tim</b> 23.96 24.47	Ba F 49,744 50,789 e Flexib 24.87 25.39	G 51,564 52,647 <b>Ie Emplo</b> 25.78 26.32	nual S H 53,382 54,503 yees - H 26.69 27.25	alaries I 55,200 56,359 ourly Ba 27.60 28.18	J 57,017 58,214 sic Rate 28.51 29.11	K 58,836 60,072 5 29.42 30.04	L 60,652 61,926 30.33	62,472 63,784 31.24	64,288 65,638 32.14	0 66,106 67,494 33.05	Most Prev. Step 1,818
This schedule ap City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2)	A 40,657 41,511 20.33 20.76 19.55 19.96	B 42,473 43,365 21.24 21.68 20.42 20.85	C 44,291 45,221 22.15 22.61 21.29 21.74	D 46,109 47,077 <b>F</b> 23.05 23.54 <b>Full-Ti</b> 22.17 22.63	E 47,927 48,933 <b>Part-Tim</b> 23.96 24.47 <b>me/Par</b> 23.04 23.53	Ba F 49,744 50,789 e Flexibl 24.87 25.39 t-Time R 23.92 24.42	G 51,564 52,647 e Emplo 25.78 26.32 eegular E 24.79 25.31 Percen	nual S H 53,382 54,503 yees - H 26.69 27.25 mployee 25.66 26.20 t Step O	alaries 1 55,200 56,359 ourly Ba 27.60 28.18 es - Hour 26.54 27.10	J 57,017 58,214 sic Rate 28.51 29.11 ty Basic 27.41 27.99	K 58,836 60,072 5 29.42 30.04 <b>Rates</b> 28.29 28.88	L 60,652 61,926 30.33 30.96 29.16 29.77	62,472 63,784 31.24 31.89 30.03 30.67	64,288 65,638 32.14 32.82 30.91 31.56	O 66,106 67,494 33.05 33.75 31.78 32.45	Most Prev. Step 1,818
This schedule ap City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2)	A 40,657 41,511 20.33 20.76 19.55 19.96	B 42,473 43,365 21.24 21.68 20.42	C 44,291 45,221 22.15 22.61 21.29 21.74	D 46,109 47,077 <b>F</b> 23.05 23.54 <b>Full-Ti</b> 22.17 22.63	E 47,927 48,933 <b>Part-Tim</b> 23.96 24.47 <b>me/Par</b> 23.04 23.53 72.50%	Ba F 49,744 50,789 e Flexibl 24.87 25.39 t-Time R 23.92 24.42 75.25%	G 51,564 52,647 e Emplo 25.78 26.32 egular E 24.79 25.31 Percen 78.00%	nual S H 53,382 54,503 yees - H 26.69 27.25 mployee 25.66 26.20 t Step O 80.75%	alaries 1 55,200 56,359 ourly Ba 27.60 28.18 es - Hour 26.54 27.10 83.50%	J 57,017 58,214 sic Rate 28.51 29.11 ty Basic 27.41 27.99 86.25%	K 58,836 60,072 5 29.42 30.04 <b>Rates</b> 28.29	L 60,652 61,926 30.33 30.96 29.16 29.77	62,472 63,784 31.24 31.89 30.03 30.67	64,288 65,638 32.14 32.82 30.91 31.56	O 66,106 67,494 33.05 33.75 31.78	Most Prev. Step 1,818
This schedule ap City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2) Carrier Technician** City Carrier (Grade 2)	A 40,657 41,511 20.33 20.76 19.55 19.96 61.50%	B 42,473 43,365 21.24 21.68 20.42 20.85 64.25%	C 44,291 45,221 22.15 22.61 21.29 21.74 67.00%	D 46,109 47,077 <b>F</b> 23.05 23.54 <b>Full-Ti</b> 22.17 22.63 69.75%	E 47,927 48,933 <b>Part-Tim</b> 23.96 24.47 <b>me/Par</b> 23.04 23.53 72.50% <b>Step</b>	Ba F 49,744 50,789 e Flexibl 24.87 25.39 t-Time R 23.92 24.42 75.25% Increas	G 51,564 52,647 e Emplo 25.78 26.32 egular E 24.79 25.31 Percen 78.00% e Waitin	nual S H 53,382 54,503 yees - H 26.69 27.25 mployee 25.66 26.20 t Step O 80.75% pg Perio	alaries I 55,200 56,359 ourly Ba 27.60 28.18 es - Hour 26.54 27.10 83.50% ds (In W	J 57,017 58,214 sic Rate 28,51 29,11 ty Basic 27,41 27,99 86.25% /eeks)	K 58,836 60,072 5 29,42 30.04 <b>Rates</b> 28.29 28.88 89.00%	L 60,652 61,926 30.33 30.96 29.16 29.77 91.75%	62,472 63,784 31.24 31.89 30.03 30.67 94.50%	64,288 65,638 32.14 32.82 30.91 31.56 97.25%	O 66,106 67,494 33.05 33.75 31.78 32.45	Most Prev. Step 1,818

** Carrier Technicians receive an additional 2.1%													
Table 3: City Carrier As This schedule applies to TE service.				revious	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.							
	CC		BB	AA			CC		BB		AA		
City Carrier (Grade 2)	17.65		18.15	18.65		City Carrier (Grade 2)	19.11		19.61		20.11		
Carrier Technician (add 2.1%)	18.02		18.53	19.04		Carrier Technician (add 2.1%)	19.51		20.02		20.53		
Steps (From-To) in weeks		CC-BB 12		BB-AA 40		Steps (From-To) in weeks		CC-BB 12		BB-AA 40			

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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.