

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 15, 2025 (Third general wage increase)

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

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

Basic Annual Salaries																	RSC Q (NALC)	Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P		
City Carrier (Grade 2)	68,200	72,826	72,932	76,242	76,722	77,205	77,681	78,156	78,639	79,108	79,593	80,075	80,550	81,040	81,514	82,976		483
Carrier Technician*	69,632	74,355	74,464	77,843	78,333	78,826	79,312	79,797	80,290	80,769	81,264	81,757	82,242	82,742	83,226	84,718		493
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	34.24	36.56	36.61	38.27	38.52	38.76	39.00	39.23	39.48	39.71	39.96	40.20	40.44	40.68	40.92	41.65		
Carrier Technician*	34.96	37.33	37.38	39.08	39.32	39.57	39.82	40.06	40.31	40.55	40.80	41.04	41.29	41.54	41.78	42.53		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	32.79	35.01	35.06	36.65	36.89	37.12	37.35	37.58	37.81	38.03	38.27	38.50	38.73	38.96	39.19	39.89		
Carrier Technician*	33.48	35.75	35.80	37.42	37.66	37.90	38.13	38.36	38.60	38.83	39.07	39.31	39.54	39.78	40.01	40.73		
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%

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																	RSC Q7 (NALC)	Most Prev. Step
	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P			
City Carrier (Grade 2)	52,352	54,593	56,834	59,077	61,316	63,557	65,800	68,041	70,280	72,520	74,761	77,005	79,242	81,483	82,976		2,241	
Carrier Technician*	53,451	55,739	58,028	60,318	62,604	64,892	67,182	69,470	71,756	74,043	76,331	78,622	80,906	83,194	84,718		2,288	
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	26.28	27.41	28.53	29.66	30.78	31.91	33.03	34.16	35.28	36.41	37.53	38.66	39.78	40.91	41.65			
Carrier Technician*	26.83	27.98	29.13	30.28	31.43	32.58	33.73	34.87	36.02	37.17	38.32	39.47	40.62	41.76	42.53			
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	25.17	26.25	27.32	28.40	29.48	30.56	31.63	32.71	33.79	34.87	35.94	37.02	38.10	39.17	39.89			
Carrier Technician*	25.70	26.80	27.90	29.00	30.10	31.20	32.30	33.40	34.50	35.60	36.70	37.80	38.90	40.00	40.73			
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