

CUMULATIVE PAY SINCE POSTAL REORGANIZATION

Year	Old step: New step:	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1970	(Last year of Post Office Department)															
1971	(First MALC-USPS National Agreement)	\$7,072	\$7,307	\$7,542	\$7,777	\$8,012	\$8,247	\$8,482	\$8,717	\$8,952	\$9,187	\$9,422	\$9,657	\$9,892	\$10,127	\$10,362
1972		\$8,072	\$8,307	\$8,542	\$8,777	\$9,012	\$9,247	\$9,482	\$9,717	\$9,952	\$10,187	\$10,422	\$10,657	\$10,892	\$11,127	\$11,362
1973		\$9,188	\$9,423	\$9,658	\$9,893	\$10,128	\$10,363	\$10,598	\$10,833	\$11,068	\$11,303	\$11,538	\$11,773	\$12,008	\$12,243	\$12,478
1974		\$10,129	\$10,364	\$10,599	\$10,834	\$11,069	\$11,304	\$11,539	\$11,774	\$12,009	\$12,244	\$12,479	\$12,714	\$12,949	\$13,184	\$13,419
1975		\$11,298	\$11,533	\$11,768	\$12,003	\$12,238	\$12,473	\$12,708	\$12,943	\$13,178	\$13,413	\$13,648	\$13,883	\$14,118	\$14,353	\$14,588
1976		\$11,902	\$12,137	\$12,372	\$12,607	\$12,842	\$13,077	\$13,312	\$13,547	\$13,782	\$14,017	\$14,252	\$14,487	\$14,722	\$14,957	\$15,192
1977		\$13,313	\$13,548	\$13,783	\$14,018	\$14,253	\$14,488	\$14,723	\$14,958	\$15,193	\$15,428	\$15,663	\$15,898	\$16,133	\$16,368	\$16,603
1978		\$14,416	\$14,651	\$14,886	\$15,121	\$15,356	\$15,591	\$15,826	\$16,061	\$16,296	\$16,531	\$16,766	\$17,001	\$17,236	\$17,471	\$17,706
1979		\$15,577	\$15,812	\$16,047	\$16,282	\$16,517	\$16,752	\$16,987	\$17,222	\$17,457	\$17,692	\$17,927	\$18,162	\$18,397	\$18,632	\$18,867
1980		\$17,658	\$17,900	\$18,142	\$18,384	\$18,626	\$18,868	\$19,110	\$19,352	\$19,594	\$19,836	\$20,078	\$20,320	\$20,562	\$20,804	\$21,046
1981		\$19,268	\$19,510	\$19,752	\$19,994	\$20,236	\$20,478	\$20,720	\$20,962	\$21,204	\$21,446	\$21,688	\$21,930	\$22,172	\$22,414	\$22,656
1982		\$20,130	\$20,372	\$20,614	\$20,856	\$21,098	\$21,340	\$21,582	\$21,824	\$22,066	\$22,308	\$22,550	\$22,792	\$23,034	\$23,276	\$23,518
1983		\$20,991	\$21,233	\$21,475	\$21,717	\$21,959	\$22,201	\$22,443	\$22,685	\$22,927	\$23,169	\$23,411	\$23,653	\$23,895	\$24,137	\$24,379
1984		\$22,092	\$22,334	\$22,576	\$22,818	\$23,060	\$23,302	\$23,544	\$23,786	\$24,028	\$24,270	\$24,512	\$24,754	\$24,996	\$25,238	\$25,480
1985		\$23,068	\$23,310	\$23,552	\$23,794	\$24,036	\$24,278	\$24,520	\$24,762	\$25,004	\$25,246	\$25,488	\$25,730	\$25,972	\$26,214	\$26,456
1986		\$24,045	\$24,287	\$24,529	\$24,771	\$25,013	\$25,255	\$25,497	\$25,739	\$25,981	\$26,223	\$26,465	\$26,707	\$26,949	\$27,191	\$27,433
1987		\$25,013	\$25,255	\$25,497	\$25,739	\$25,981	\$26,223	\$26,465	\$26,707	\$26,949	\$27,191	\$27,433	\$27,675	\$27,917	\$28,159	\$28,401
1988		\$26,079	\$26,321	\$26,563	\$26,805	\$27,047	\$27,289	\$27,531	\$27,773	\$28,015	\$28,257	\$28,499	\$28,741	\$28,983	\$29,225	\$29,467
1989		\$27,145	\$27,387	\$27,629	\$27,871	\$28,113	\$28,355	\$28,597	\$28,839	\$29,081	\$29,323	\$29,565	\$29,807	\$30,049	\$30,291	\$30,533
1990		\$28,211	\$28,453	\$28,695	\$28,937	\$29,179	\$29,421	\$29,663	\$29,905	\$30,147	\$30,389	\$30,631	\$30,873	\$31,115	\$31,357	\$31,599
1991		\$29,277	\$29,519	\$29,761	\$30,003	\$30,245	\$30,487	\$30,729	\$30,971	\$31,213	\$31,455	\$31,697	\$31,939	\$32,181	\$32,423	\$32,665
1992		\$30,343	\$30,585	\$30,827	\$31,069	\$31,311	\$31,553	\$31,795	\$32,037	\$32,279	\$32,521	\$32,763	\$33,005	\$33,247	\$33,489	\$33,731
1993		\$31,409	\$31,651	\$31,893	\$32,135	\$32,377	\$32,619	\$32,861	\$33,103	\$33,345	\$33,587	\$33,829	\$34,071	\$34,313	\$34,555	\$34,797
1994		\$32,475	\$32,717	\$32,959	\$33,201	\$33,443	\$33,685	\$33,927	\$34,169	\$34,411	\$34,653	\$34,895	\$35,137	\$35,379	\$35,621	\$35,863
1995		\$33,541	\$33,783	\$34,025	\$34,267	\$34,509	\$34,751	\$34,993	\$35,235	\$35,477	\$35,719	\$35,961	\$36,203	\$36,445	\$36,687	\$36,929
1996		\$34,607	\$34,849	\$35,091	\$35,333	\$35,575	\$35,817	\$36,059	\$36,301	\$36,543	\$36,785	\$37,027	\$37,269	\$37,511	\$37,753	\$37,995
1997		\$35,673	\$35,915	\$36,157	\$36,399	\$36,641	\$36,883	\$37,125	\$37,367	\$37,609	\$37,851	\$38,093	\$38,335	\$38,577	\$38,819	\$39,061
1998		\$36,739	\$36,981	\$37,223	\$37,465	\$37,707	\$37,949	\$38,191	\$38,433	\$38,675	\$38,917	\$39,159	\$39,401	\$39,643	\$39,885	\$40,127
1999		\$37,805	\$38,047	\$38,289	\$38,531	\$38,773	\$39,015	\$39,257	\$39,499	\$39,741	\$39,983	\$40,225	\$40,467	\$40,709	\$40,951	\$41,193
2000		\$38,871	\$39,113	\$39,355	\$39,597	\$39,839	\$40,081	\$40,323	\$40,565	\$40,807	\$41,049	\$41,291	\$41,533	\$41,775	\$42,017	\$42,259
2001		\$39,937	\$40,179	\$40,421	\$40,663	\$40,905	\$41,147	\$41,389	\$41,631	\$41,873	\$42,115	\$42,357	\$42,599	\$42,841	\$43,083	\$43,325
2002		\$40,999	\$41,241	\$41,483	\$41,725	\$41,967	\$42,209	\$42,451	\$42,693	\$42,935	\$43,177	\$43,419	\$43,661	\$43,903	\$44,145	\$44,387
2003		\$42,065	\$42,307	\$42,549	\$42,791	\$43,033	\$43,275	\$43,517	\$43,759	\$44,001	\$44,243	\$44,485	\$44,727	\$44,969	\$45,211	\$45,453
2004		\$43,131	\$43,373	\$43,615	\$43,857	\$44,099	\$44,341	\$44,583	\$44,825	\$45,067	\$45,309	\$45,551	\$45,793	\$46,035	\$46,277	\$46,519
2005		\$44,197	\$44,439	\$44,681	\$44,923	\$45,165	\$45,407	\$45,649	\$45,891	\$46,133	\$46,375	\$46,617	\$46,859	\$47,101	\$47,343	\$47,585
2006		\$45,263	\$45,505	\$45,747	\$45,989	\$46,231	\$46,473	\$46,715	\$46,957	\$47,199	\$47,441	\$47,683	\$47,925	\$48,167	\$48,409	\$48,651
2007		\$46,329	\$46,571	\$46,813	\$47,055	\$47,297	\$47,539	\$47,781	\$48,023	\$48,265	\$48,507	\$48,749	\$48,991	\$49,233	\$49,475	\$49,717
2008		\$47,395	\$47,637	\$47,879	\$48,121	\$48,363	\$48,605	\$48,847	\$49,089	\$49,331	\$49,573	\$49,815	\$50,057	\$50,299	\$50,541	\$50,783
2009		\$48,461	\$48,703	\$48,945	\$49,187	\$49,429	\$49,671	\$49,913	\$50,155	\$50,397	\$50,639	\$50,881	\$51,123	\$51,365	\$51,607	\$51,849
2010		\$49,527	\$49,769	\$50,011	\$50,253	\$50,495	\$50,737	\$50,979	\$51,221	\$51,463	\$51,705	\$51,947	\$52,189	\$52,431	\$52,673	\$52,915
2011		\$50,593	\$50,835	\$51,077	\$51,319	\$51,561	\$51,803	\$52,045	\$52,287	\$52,529	\$52,771	\$53,013	\$53,255	\$53,497	\$53,739	\$53,981
2012		\$51,659	\$51,901	\$52,143	\$52,385	\$52,627	\$52,869	\$53,111	\$53,353	\$53,595	\$53,837	\$54,079	\$54,321	\$54,563	\$54,805	\$55,047
2013		\$52,725	\$52,967	\$53,209	\$53,451	\$53,693	\$53,935	\$54,177	\$54,419	\$54,661	\$54,903	\$55,145	\$55,387	\$55,629	\$55,871	\$56,113
2014		\$53,791	\$54,033	\$54,275	\$54,517	\$54,759	\$55,001	\$55,243	\$55,485	\$55,727	\$55,969	\$56,211	\$56,453	\$56,695	\$56,937	\$57,179
2015		\$54,857	\$55,099	\$55,341	\$55,583	\$55,825	\$56,067	\$56,309	\$56,551	\$56,793	\$57,035	\$57,277	\$57,519	\$57,761	\$58,003	\$58,245
2016		\$55,923	\$56,165	\$56,407	\$56,649	\$56,891	\$57,133	\$57,375	\$57,617	\$57,859	\$58,101	\$58,343	\$58,585	\$58,827	\$59,069	\$59,311
2017		\$56,989	\$57,231	\$57,473	\$57,715	\$57,957	\$58,199	\$58,441	\$58,683	\$58,925	\$59,167	\$59,409	\$59,651	\$59,893	\$60,135	\$60,377
2018		\$58,055	\$58,297	\$58,539	\$58,781	\$59,023	\$59,265	\$59,507	\$59,749	\$59,991	\$60,233	\$60,475	\$60,717	\$60,959	\$61,201	\$61,443
2019		\$59,121	\$59,363	\$59,605	\$59,847	\$60,089	\$60,331	\$60,573	\$60,815	\$61,057	\$61,299	\$61,541	\$61,783	\$62,025	\$62,267	\$62,509

Notes: All salaries are for July of each year and include cost-of-living adjustments not yet rolled into basic pay. Prior to 1971, it took 21 years for employees to reach top step; between 1971 and 1984 it took eight years; between 1984 and 1991 it took 10.7 years; it now takes 12.5 years. Under the 2011-2016 National Agreement, the January 2013 COLAs were calculated in 2013 but payment was deferred until 2014.

CUMULATIVE PAY FOR TABLE 2

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
2013	\$35,100	\$36,669	\$38,239	\$39,808	\$41,378	\$42,947	\$44,517	\$46,086	\$47,656	\$49,225	\$50,795	\$52,364	\$53,934	\$55,504	\$57,073
2014	\$36,466	\$38,096	\$39,727	\$41,357	\$42,989	\$44,618	\$46,249	\$47,879	\$49,511	\$51,140	\$52,771	\$54,402	\$56,033	\$57,663	\$59,294
2015	\$36,814	\$38,459	\$40,106	\$41,751	\$43,399	\$45,043	\$46,690	\$48,335	\$49,983	\$51,627	\$53,274	\$54,920	\$56,567	\$58,213	\$59,859
2016	\$37,269	\$38,934	\$40,601	\$42,267	\$43,935	\$45,600	\$47,266	\$48,932	\$50,601	\$52,265	\$53,932	\$55,598	\$57,266	\$58,932	\$60,598
2017	\$38,119	\$39,821	\$41,526	\$43,230	\$44,936	\$46,640	\$48,344	\$50,047	\$51,754	\$53,456	\$55,161	\$56,866	\$58,571	\$60,276	\$61,979
2018	\$39,615	\$41,384	\$43,157	\$44,928	\$46,700	\$48,470	\$50,243	\$52,014	\$53,786	\$55,557	\$57,329	\$59,099	\$60,871	\$62,641	\$64,413
2019	\$40,439	\$42,245	\$44,054	\$45,862	\$47,671	\$49,478	\$51,288	\$53,096	\$54,904	\$56,712	\$58,521	\$60,328	\$62,137	\$63,944	\$65,752

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Aug. 31, 2019

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

Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	\$645
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	\$0
July 2019	COLA	\$624

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation**	3.1%

** All Grade 1 and Grade 2 CCAs received an average increase of 3.1%.

* All career Grade 1 and Grade 2 letter carriers received an average increase of 2.1%.

NOTE: This pay schedule reflects consolidation of Grade 1 into Grade 2 on Nov. 24, 2018. The remaining grade is called City Carrier.

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

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	
City Carrier (Grade 2)	52,844	57,079	57,177	60,208	60,648	61,090	61,525	61,961	62,405	62,832	63,276	63,718	64,152	64,600	65,037	444
Carrier Technician**	53,954	58,278	58,378	61,472	61,922	62,373	62,817	63,262	63,716	64,151	64,605	65,056	65,499	65,957	66,403	454
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.42	28.54	28.59	30.10	30.32	30.55	30.76	30.98	31.20	31.42	31.64	31.86	32.08	32.30	32.52	
Carrier Technician**	26.98	29.14	29.19	30.74	30.96	31.19	31.41	31.63	31.86	32.08	32.30	32.53	32.75	32.98	33.20	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.41	27.44	27.49	28.95	29.16	29.37	29.58	29.79	30.00	30.21	30.42	30.63	30.84	31.06	31.27	
Carrier Technician**	25.94	28.02	28.07	29.55	29.77	29.99	30.20	30.41	30.63	30.84	31.06	31.28	31.49	31.71	31.92	
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	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

** 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															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	39,999	41,785	43,575	45,363	47,152	48,940	50,730	52,518	54,307	56,095	57,884	59,672	61,461	63,248	65,037	1,789
Carrier Technician**	40,839	42,662	44,490	46,316	48,142	49,968	51,795	53,621	55,447	57,273	59,100	60,925	62,752	64,576	66,403	1,826
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	20.00	20.89	21.79	22.68	23.58	24.47	25.37	26.26	27.15	28.05	28.94	29.84	30.73	31.62	32.52	
Carrier Technician**	20.42	21.33	22.25	23.16	24.07	24.98	25.90	26.81	27.72	28.64	29.55	30.46	31.38	32.29	33.20	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.23	20.09	20.95	21.81	22.67	23.53	24.39	25.25	26.11	26.97	27.83	28.69	29.55	30.41	31.27	
Carrier Technician**	19.63	20.51	21.39	22.27	23.15	24.02	24.90	25.78	26.66	27.54	28.41	29.29	30.17	31.05	31.92	
Percent Step O																
	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%	
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	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

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	Hourly Rates			Hourly Rates		
	CC	BB	AA	CC	BB	AA
City Carrier (Grade 2)	17.29	17.79	18.29	18.72	19.22	19.72
Carrier Technician (add 2.1%)	17.65	18.16	18.67	19.11	19.62	20.13
Steps (From-To)	CC-BB	BB-AA		CC-BB	BB-AA	
in weeks	12	40		12	40	