

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.

	CC	BB	AA
City Carrier (Grade 2)	17.29	17.79	18.29
Carrier Technician (add 2.1%)	17.65	18.16	18.67
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

	CC	BB	AA
City Carrier (Grade 2)	18.72	19.22	19.72
Carrier Technician (add 2.1%)	19.11	19.62	20.13
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	