

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 9, 2024 (Second COLA)

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	TBD
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	TBD
Sept. 6, 2025	July COLA	TBD
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%
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.

RSC Q (NALC)

	Basic Annual Salaries																Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	64,216	68,713	68,816	72,034	72,500	72,970	73,433	73,895	74,365	74,820	75,292	75,760	76,222	76,698	77,159	77,609	470
Carrier Technician*	65,565	70,156	70,261	73,547	74,023	74,502	74,975	75,447	75,927	76,391	76,873	77,351	77,823	78,309	78,779	79,239	472
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	32.24	34.49	34.55	36.16	36.40	36.63	36.86	37.10	37.33	37.56	37.80	38.03	38.26	38.50	38.73	38.96	
Carrier Technician*	32.91	35.22	35.27	36.92	37.16	37.40	37.64	37.88	38.12	38.35	38.59	38.83	39.07	39.31	39.55	39.78	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	30.87	33.04	33.08	34.63	34.86	35.08	35.30	35.53	35.75	35.97	36.20	36.42	36.65	36.87	37.10	37.31	
Carrier Technician*	31.52	33.73	33.78	35.36	35.59	35.82	36.05	36.27	36.50	36.73	36.96	37.19	37.41	37.65	37.87	38.10	
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.

RSC Q7 (NALC)

	Basic Annual Salaries																Most Prev. Step
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
City Carrier (Grade 2)	47,450	49,569	51,691	53,813	55,936	58,055	60,178	62,302	64,423	66,543	68,665	70,786	72,911	75,029	77,150	77,609	2,122
Carrier Technician*	48,446	50,610	52,777	54,943	57,111	59,274	61,442	63,610	65,776	67,940	70,107	72,273	74,442	76,605	78,770	79,239	2,168
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.81	23.82	24.88	25.95	27.01	28.08	29.14	30.21	31.28	32.34	33.41	34.47	35.54	36.60	37.67	38.73	38.96
Carrier Technician*	23.29	24.32	25.41	26.49	27.58	28.67	29.76	30.84	31.93	33.02	34.11	35.19	36.28	37.37	38.46	39.54	39.78
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.81	23.83	24.85	25.87	26.89	27.91	28.93	29.95	30.97	31.99	33.01	34.03	35.05	36.07	37.09	37.31	
Carrier Technician*	23.29	24.33	25.37	26.41	27.46	28.50	29.54	30.58	31.62	32.66	33.71	34.75	35.79	36.83	37.87	38.10	
Percent Step O																	
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	100.00%	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	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.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3

* 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

	BB	AA
City Carrier (Grade 2)	19.77	20.27
Carrier Technician (add 2.1%)	20.19	20.70
Steps (From BB to AA) in weeks	52	

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)	21.36	21.86
Carrier Technician (add 2.1%)	21.81	22.32
Steps (From BB to AA) in weeks	52	