

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective April 19, 2025 (Nolan arbitration award)

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
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

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	P	
City Carrier (Grade 2)	66,479	71,038	71,143	74,405	74,878	75,354	75,823	76,292	76,768	77,230	77,708	78,183	78,651	79,134	79,601	80,057	476
Carrier Technician*	67,875	72,530	72,637	75,968	76,450	76,936	77,415	77,894	78,380	78,852	79,340	79,825	80,303	80,796	81,273	81,738	486
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	33.37	35.66	35.71	37.35	37.59	37.83	38.06	38.30	38.54	38.77	39.01	39.25	39.48	39.73	39.96	40.19	
Carrier Technician*	34.07	36.41	36.46	38.14	38.38	38.62	38.86	39.10	39.35	39.58	39.83	40.07	40.31	40.56	40.80	41.03	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.96	34.15	34.20	35.77	36.00	36.23	36.45	36.68	36.91	37.13	37.36	37.59	37.81	38.05	38.27	38.49	
Carrier Technician*	32.63	34.87	34.92	36.52	36.75	36.99	37.22	37.45	37.68	37.91	38.14	38.38	38.61	38.84	39.07	39.30	
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

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	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	48,947	51,133	53,321	55,510	57,701	59,887	62,076	64,267	66,455	68,643	70,831	73,019	75,211	77,396	79,584	80,057	2,188	
Carrier Technician*	49,975	52,207	54,441	56,676	58,913	61,145	63,380	65,617	67,851	70,085	72,318	74,552	76,790	79,021	81,255	81,738	2,234	
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	23.53	24.57	25.67	26.77	27.87	28.97	30.06	31.16	32.26	33.36	34.46	35.56	36.66	37.76	38.85	39.95	40.19	
Carrier Technician*	24.03	25.09	26.21	27.33	28.45	29.57	30.70	31.82	32.94	34.06	35.18	36.30	37.43	38.55	39.67	40.79	41.03	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	23.53	24.58	25.64	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.11	36.16	37.21	38.26	38.49		
Carrier Technician*	24.03	25.10	26.17	27.25	28.32	29.40	30.47	31.55	32.62	33.69	34.77	35.84	36.92	37.99	39.06	39.30		
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

Hourly Rates

RSC Q4 (NALC)

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

	BB	AA
City Carrier (Grade 2)	20.23	20.73
Carrier Technician (add 2.1%)	20.65	21.17
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)	21.86	22.36
Carrier Technician (add 2.1%)	22.32	22.83
Steps (From BB to AA) in weeks	52	