

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Aug. 27, 2022 (July 2022 COLA)

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

### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

**NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two 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: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

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.

\* 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)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	<i>MOST PREV. STEP</i>
City Carrier (Grade 2)	61,183	65,567	65,668	68,805	69,260	69,718	70,169	70,620	71,078	71,521	71,981	72,438	72,888	73,352	73,802	458
Carrier Technician**	62,468	66,944	67,047	70,250	70,714	71,182	71,643	72,103	72,571	73,023	73,493	73,959	74,419	74,892	75,352	460
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	30.71	32.92	32.97	34.54	34.77	35.00	35.23	35.45	35.68	35.90	36.14	36.36	36.59	36.82	37.05	
Carrier Technician**	31.36	33.61	33.66	35.27	35.50	35.73	35.97	36.20	36.43	36.66	36.89	37.13	37.36	37.60	37.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	29.41	31.52	31.57	33.08	33.30	33.52	33.74	33.95	34.17	34.39	34.61	34.83	35.04	35.27	35.48	
Carrier Technician**	30.03	32.18	32.23	33.77	34.00	34.22	34.44	34.66	34.89	35.11	35.33	35.56	35.78	36.01	36.23	
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		<i>YRS.</i>
	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

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

Basic Annual Salaries																RSC Q7 (NALC)	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	<i>MOST PREV. STEP</i>
City Carrier (Grade 2)	45,391	47,418	49,448	51,477	53,508	55,535	57,567	59,598	61,626	63,655	65,686	67,713	69,746	71,773	73,802	2,022	
Carrier Technician**	46,344	48,414	50,486	52,558	54,632	56,701	58,776	60,850	62,920	64,992	67,065	69,135	71,211	73,280	75,352	2,072	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.92***	22.79	23.80	24.82	25.84	26.86	27.88	28.90	29.92	30.94	31.96	32.97	33.99	35.01	36.03	37.05	
Carrier Technician**	22.38***	23.27	24.30	25.34	26.38	27.43	28.46	29.51	30.55	31.59	32.63	33.67	34.71	35.75	36.79	37.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.82	22.80	23.77	24.75	25.73	26.70	27.68	28.65	29.63	30.60	31.58	32.55	33.53	34.51	35.48		
Carrier Technician**	22.28	23.28	24.27	25.27	26.27	27.26	28.26	29.25	30.25	31.25	32.24	33.24	34.24	35.23	36.23		
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)	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		<i>YRS.</i>
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

### Table 3: City Carrier Assistant Schedule

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

	BB	AA
City Carrier (Grade 2)	18.92	19.42
Carrier Technician (add 2.1%)	19.32	19.83
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)	20.44	20.94
Carrier Technician (add 2.1%)	20.87	21.38
Steps (From BB to AA) in weeks	52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.