

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 18, 2023 (First general wage increase)

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	TBD
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)	63,863	68,360	68,463	71,681	72,147	72,617	73,080	73,542	74,012	74,467	74,939	75,407	75,869	76,345	76,806	77,256	470
Carrier Technician*	65,204	69,796	69,901	73,186	73,662	74,142	74,615	75,086	75,566	76,031	76,513	76,991	77,462	77,948	78,419	78,878	471
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	32.06	34.32	34.37	35.98	36.22	36.45	36.69	36.92	37.15	37.38	37.62	37.85	38.09	38.33	38.56	38.78	
Carrier Technician*	32.73	35.04	35.09	36.74	36.98	37.22	37.46	37.69	37.93	38.17	38.41	38.65	38.89	39.13	39.37	39.60	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	30.70	32.87	32.91	34.46	34.69	34.91	35.13	35.36	35.58	35.80	36.03	36.25	36.48	36.70	36.93	37.14	
Carrier Technician*	31.35	33.56	33.61	35.19	35.41	35.65	35.87	36.10	36.33	36.55	36.79	37.01	37.24	37.48	37.70	37.92	
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	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)	47,234	49,344	51,456	53,568	55,682	57,791	59,904	62,019	64,130	66,240	68,353	70,464	72,579	74,688	76,799	77,256	2,111
Carrier Technician*	48,226	50,380	52,537	54,693	56,851	59,005	61,162	63,321	65,477	67,631	69,788	71,944	74,103	76,256	78,412	78,878	2,156
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.71	23.71	24.77	25.83	26.89	27.95	29.01	30.07	31.13	32.19	33.25	34.31	35.37	36.44	37.49	38.55	38.78
Carrier Technician*	23.19	24.21	25.29	26.37	27.46	28.54	29.62	30.70	31.79	32.87	33.95	35.03	36.12	37.20	38.28	39.36	39.60
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.71	23.72	24.74	25.75	26.77	27.78	28.80	29.82	30.83	31.85	32.86	33.88	34.89	35.91	36.92	37.14	
Carrier Technician*	23.19	24.22	25.26	26.29	27.33	28.37	29.40	30.44	31.48	32.51	33.55	34.59	35.63	36.66	37.70	37.92	
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	