

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 20, 2021 (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
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%
TBA*	January COLA	TBD
TBA*	July COLA	TBD
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)	57,397	61,781	61,882	65,019	65,474	65,932	66,383	66,834	67,292	67,735	68,195	68,652	69,102	69,566	70,016	458
Carrier Technician**	58,602	63,078	63,182	66,384	66,849	67,317	67,777	68,238	68,705	69,157	69,627	70,094	70,553	71,027	71,486	467
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	28.70	30.89	30.94	32.51	32.74	32.97	33.19	33.42	33.65	33.87	34.10	34.33	34.55	34.78	35.01	
Carrier Technician**	29.30	31.54	31.59	33.19	33.42	33.66	33.89	34.12	34.35	34.58	34.81	35.05	35.28	35.51	35.74	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.59	29.70	29.75	31.26	31.48	31.70	31.91	32.13	32.35	32.56	32.79	33.01	33.22	33.45	33.66	
Carrier Technician**	28.17	30.33	30.38	31.92	32.14	32.36	32.59	32.81	33.03	33.25	33.47	33.70	33.92	34.15	34.37	
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)	43,062	44,986	46,911	48,837	50,763	52,686	54,614	56,541	58,465	60,390	62,316	64,240	66,168	68,092	70,016	1,924	
Carrier Technician**	43,966	45,931	47,896	49,863	51,829	53,792	55,761	57,728	59,693	61,658	63,625	65,589	67,558	69,522	71,486	1,965	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.71	21.53	22.49	23.46	24.42	25.38	26.34	27.31	28.27	29.23	30.20	31.16	32.12	33.08	34.05	35.01	
Carrier Technician**	21.15	21.98	22.97	23.95	24.93	25.91	26.90	27.88	28.86	29.85	30.83	31.81	32.79	33.78	34.76	35.74	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.70	21.63	22.55	23.48	24.41	25.33	26.26	27.18	28.11	29.03	29.96	30.88	31.81	32.74	33.66		
Carrier Technician**	21.14	22.08	23.03	23.97	24.92	25.86	26.81	27.75	28.70	29.64	30.59	31.53	32.48	33.42	34.37		
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%

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.