

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 3, 2018

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

Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	TBD
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	TBD
July 2019	COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation**	3.1%

** All Grade 1 and Grade 2 CCAs will receive an average increase of 3.1%.

* All career Grade 1 and Grade 2 letter carriers will receive an average increase of 2.1%.

Note that 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.

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																	<i>MOST PREV.</i>
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	STEP	
1	49,540	53,521	55,067	58,026	58,435	58,845	59,245	59,652	60,061	60,463	60,872	61,278	61,686	62,096	62,499	409	
2	51,575	55,810	55,908	58,939	59,379	59,821	60,256	60,692	61,136	61,563	62,007	62,449	62,883	63,331	63,768	444	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	24.77	26.76	27.53	29.01	29.22	29.42	29.62	29.83	30.03	30.23	30.44	30.64	30.84	31.05	31.25		
2	25.79	27.91	27.95	29.47	29.69	29.91	30.13	30.35	30.57	30.78	31.00	31.22	31.44	31.67	31.88		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	23.82	25.73	26.47	27.90	28.09	28.29	28.48	28.68	28.88	29.07	29.27	29.46	29.66	29.85	30.05		
2	24.80	26.83	26.88	28.34	28.55	28.76	28.97	29.18	29.39	29.60	29.81	30.02	30.23	30.45	30.66		
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	YRS.		
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4		

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																	<i>MOST PREV.</i>
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	STEP	
1	38,439	40,155	41,874	43,593	45,313	47,031	48,750	50,467	52,188	53,905	55,624	57,343	59,062	60,782	62,499	1,719	
2	39,218	40,970	42,725	44,478	46,232	47,985	49,740	51,493	53,247	55,001	56,755	58,507	60,261	62,014	63,768	1,754	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	19.22	20.08	20.94	21.80	22.66	23.52	24.38	25.23	26.09	26.95	27.81	28.67	29.53	30.39	31.25		
2	19.61	20.49	21.36	22.24	23.12	23.99	24.87	25.75	26.62	27.50	28.38	29.25	30.13	31.01	31.88		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	18.48	19.31	20.13	20.96	21.79	22.61	23.44	24.26	25.09	25.92	26.74	27.57	28.40	29.22	30.05		
2	18.85	19.70	20.54	21.38	22.23	23.07	23.91	24.76	25.60	26.44	27.29	28.13	28.97	29.81	30.66		
Percent Step O																	
1	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%		
2	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)	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	YRS.		
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4		

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

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

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

Grade	CC	BB	AA
1	16.78	17.28	17.78
2	17.13	17.63	18.13
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	

Grade	CC	BB	AA
1	18.18	18.68	19.18
2	18.54	19.04	19.54
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	