# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Sept. 7, 2024 (Third COLA)

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

#### **Career city letter carrier increases**

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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	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

City Carrier a	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.						
Α	В	C	D	Ε	F	G	Н	I	J	K	L	M	N	0	Р	Step
65,194 66,563	69,691 71,155	69,794 71,260	73,012 74,545	73,478 75,021	73,948 75,501	74,411 75,974	74,873 76,445	75,343 76,925	75,798 77,390	76,270 77,872	76,738 78,349	77,200 78,821	77,676 79,307	78,137 79,778	78,587 80,237	470 480
			P	art-Time	e Flexibl	e Emplo	yees - H	ourly Ba	isic Rate	S						
32.73	34.99	35.04	36.65	36.89	37.12	37-35	37.59	37.82	38.05	38.29	38.52			39.23	39.45	
33.42	33./2	33.11	٠, .	٠,				_			39.33	39.37	39.01	40.05	40.20	
31.34 32.00	33.51 34.21	33.55 34.26	35.10 35.84	35.33 36.07	35.55 36.30	35.77 36.53	36.00 36.75	36.22 36.98	36.44 37.21	36.67 37.44	36.89 37.67		37.34 38.13	37.57 38.35	37.78 38.58	
				Step I	ncrease	Waitin	g Perio	ds (In W	/eeks)							
	-			-E E	-F F	-G (	6-H	H-I	I-J							YRS. 13.3
	65,194 66,563 32.73 33.42 31.34 32.00	65,194 69,691 66,563 71,155 32-73 34-99 33-42 35-72 31-34 33-51 32-00 34-21 A-B B	65,194 69,691 69,794 66,563 71,155 71,260 32.73 34.99 35.04 33.42 35.72 35.77 31.34 33.51 33.55 32.00 34.21 34.26 A-B B-C C	65,194 69,691 69,794 73,012 74,545 P  32.73 34.99 35.04 36.65 33.42 35.72 35.77 37.42 Full-Tit 31.34 33.51 33.55 35.10 32.00 34.21 34.26 35.84  A-B B-C C-D D	65,194 69,691 69,794 73,012 73,478 66,563 71,155 71,260 74,545 75,021 Part-Time  32.73 34.99 35.04 36.65 36.89 33.42 35.72 35.77 37.42 37.66 Full-Time/Part 31.34 33.51 33.55 35.10 35.33 32.00 34.21 34.26 35.84 36.07 Step I  A-B B-C C-D D-E E	A B C D E F 65,194 69,691 69,794 73,012 73,478 73,948 66,563 71,155 71,260 74,545 75,021 75,501  Part-Time Flexibl  32.73 34.99 35.04 36.65 36.89 37.12 33.42 35.72 35.77 37.42 37.66 37.90  Full-Time/Part-Time R 31.34 33.51 33.55 35.10 35.33 35.55 32.00 34.21 34.26 35.84 36.07 36.30  Step Increase  A-B B-C C-D D-E E-F F	A B C D E F G 65,194 69,691 69,794 73,012 73,478 73,948 74,411 66,563 71,155 71,260 74,545 75,021 75,501 75,974  Part-Time Flexible Emplo  32.73 34.99 35.04 36.65 36.89 37.12 37.35 33.42 35.72 35.77 37.42 37.66 37.90 38.14  Full-Time/Part-Time Regular E 31.34 33.51 33.55 35.10 35.33 35.55 35.77 32.00 34.21 34.26 35.84 36.07 36.30 36.53  Step Increase Waitin  A-B B-C C-D D-E E-F F-G	A B C D E F G H  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445  Part-Time Flexible Employees - H  32.73 34.99 35.04 36.65 36.89 37.12 37.35 37.59 33.42 35.72 35.77 37.42 37.66 37.90 38.14 38.38  Full-Time/Part-Time Regular Employee  31.34 33.51 33.55 35.10 35.33 35.55 35.77 36.00 32.00 34.21 34.26 35.84 36.07 36.30 36.53 36.75  Step Increase Waiting Perio	A B C D E F G H I  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925  Part-Time Flexible Employees - Hourly Ba  32.73 34.99 35.04 36.65 36.89 37.12 37.35 37.59 37.82 33.42 35.72 35.77 37.42 37.66 37.90 38.14 38.38 38.62  Full-Time/Part-Time Regular Employees - Hourly Ba  31.34 33.51 33.55 35.10 35.33 35.55 35.77 36.00 36.22  32.00 34.21 34.26 35.84 36.07 36.30 36.53 36.75 36.98  Step Increase Waiting Periods (In W	A B C D E F G H I J  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 75,798  66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925 77,390  Part-Time Flexible Employees - Hourly Basic Rate  32.73 34.99 35.04 36.65 36.89 37.12 37.35 37.59 37.82 38.05  33.42 35.72 35.77 37.42 37.66 37.90 38.14 38.38 38.62 38.85  Full-Time/Part-Time Regular Employees - Hourly Basic  31.34 33.51 33.55 35.10 35.33 35.55 35.77 36.00 36.23 36.43  32.00 34.21 34.26 35.84 36.07 36.30 36.53 36.75 36.98 37.24  Step Increase Waiting Periods (In Weeks)  A-B B-C C-D D-E E-F F-G G-H H-I I-J J	A B C D E F G H I J K  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 75,798 76,270  66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925 77,390 77,872  Part-Time Flexible Employees - Hourly Basic Rates  32.73 34.99 35.04 36.65 36.89 37.12 37.35 37.59 37.82 38.05 38.29  33.42 35.72 35.77 37.42 37.66 37.90 38.14 38.38 38.62 38.85 39.09  Full-Time/Part-Time Regular Employees - Hourly Basic Rates  31.34 33.51 33.55 35.10 35.33 35.55 35.77 36.00 36.22 36.44 36.67 36.07 36.30 36.53 36.75 36.98 37.21 37.44  Step Increase Waiting Periods (In Weeks)  A-B B-C C-D D-E E-F F-G G-H H-I I-J J-K K-1	A B C D E F G H I J K L  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 75,798 76,270 76,738  66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925 77,390 77,872 78,349  Part-Time Flexible Employees - Hourly Basic Rates  32.73 34.99 35.04 36.65 36.89 37.12 37.35 37.59 37.82 38.05 38.29 38.52  33.42 35.72 35.77 37.42 37.66 37.90 38.14 38.38 38.62 38.85 39.09 39.33  Full-Time/Part-Time Regular Employees - Hourly Basic Rates  31.34 33.51 33.55 35.10 35.33 35.55 35.77 36.00 36.22 36.44 36.67 36.89  32.00 34.21 34.26 35.84 36.07 36.30 36.53 36.75 36.98 37.21 37.44 37.67  Step Increase Waiting Periods (In Weeks)  A-B B-C C-D D-E E-F F-G G-H H-I I-J J-K K-L L	A B C D E F G H I J J K L M  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 75,798 76,270 76,738 77,200  66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925 77,390 77,872 78,349 78,821  Part-Time Flexible Employees - Hourly Basic Rates  32.73 34.99 35.04 36.65 36.89 37.12 37.35 37.59 37.82 38.05 38.29 38.52 38.76  33.42 35.72 35.77 37.42 37.66 37.90 38.14 38.38 38.62 38.85 39.09 39.33 39.57  Full-Time/Part-Time Regular Employees - Hourly Basic Rates  31.34 33.51 33.55 35.10 35.33 35.55 35.57 36.30 36.53 36.79 36.40 36.67 36.89 37.12 37.30 36.51 36.79 36.90 39.37 37.90 38.14 38.98 38.62 38.85 39.09 39.37 39.57  Full-Time/Part-Time Regular Employees - Hourly Basic Rates  31.34 33.51 33.55 35.10 35.33 35.55 35.77 36.00 36.23 36.44 36.67 36.89 37.12 37.89 36.70 36.30 36.53 36.75 36.98 37.21 37.44 37.67 37.89 37.89 37.12 37.44 37.67 37.89 37.89 37.12 37.44 37.67 37.89 37.12 37.44 37.	A B C D E F G H I J J K L M N  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 75,798 76,270 76,738 77,200 77,676  66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925 77,390 77,872 78,349 78,821 79,307  Part-Time Flexible Employees - Hourly Basic Rates  32.73 34.99 35.04 36.65 36.89 37.12 37.35 37.59 37.82 38.05 38.29 38.52 38.76 38.99  33.42 35.72 35.77 37.42 37.66 37.90 38.14 38.38 38.62 38.85 39.09 39.33 39.57 39.81  Full-Time/Part-Time Regular Employees - Hourly Basic Rates  31.34 33.51 33.55 35.10 35.33 35.55 35.57 36.00 36.22 36.44 36.67 36.89 37.12 37.34  32.00 34.21 34.26 35.84 36.07 36.30 36.53 36.57 36.98 37.21 37.44 37.67 37.89 38.13  Step Increase Waiting Periods (In Weeks)  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 M-N	A B C D E F G H I J J K L M N O  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 75,798 76,270 76,738 77,200 77,676 78,137  66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925 77,390 77,872 78,349 78,821 79,307 79,778  Part-Time Flexible Employees - Hourly Basic Rates  32,73 34,99 35,04 36.65 36.89 37,12 37,35 37,59 37,82 38.05 38.29 38.52 38.76 38.99 39.23  33,42 35,72 35,77 37,42 37,66 37,90 38,14 38,38 38.62 38.85 39.09 39.33 39.57 39.81 40.05  Full-Time/Part-Time Regular Employees - Hourly Basic Rates  31,34 33,51 33,55 35,10 35,33 35,55 35,77 36,00 36,22 36,44 36,67 36,89 37,12 37,34 37,57  32,00 34,21 34,26 35,84 36,07 36,30 36,53 36,75 36,08 37,21 37,44 37,67 37,89 38,13 38,35  Step Increase Waiting Periods (In Weeks)  A-B B-C C-D D-E E-F F-G G-H H-I I-I J-K K-L L-M M-N N-O (In Menter Regular In M-N N-	A B C D E F G H I J J K L M N O P  65,194 69,691 69,794 73,012 73,478 73,948 74,411 74,873 75,343 75,343 75,798 76,270 76,738 77,200 77,676 78,137 78,587  66,563 71,155 71,260 74,545 75,021 75,501 75,974 76,445 76,925 77,390 77,872 78,349 78,821 79,307 79,778 80,237  Part-Time Flexible Employees - Hourly Basic Rates  32,73 34,99 35,04 36.65 36.89 37,12 37,35 37,59 37.82 38.05 38.29 38.52 38.76 38.99 39.23 39.45  33,42 35,72 35,77 37,42 37,66 37,90 38,14 38,38 38.62 38.85 39.09 39.33 39.57 39.81 40.05 40.28  Full-Time/Part-Time Regular Employees - Hourly Basic Rates  31,34 33,51 33,55 35,10 35,33 35,55 35,77 36,00 36,22 36,44 36,67 36,89 37,12 37,34 37,57 37,78  32,00 34,21 34,26 35,84 36,07 36,30 36,53 36,57 36,08 37,98 37,98 37,99 37,89 38,13 38,35 38,58  Step Increase Waiting Periods (In Weeks)  A-B B-C C-D D-E E-F F-G G-H H-I I-I I-I I-K K-L L-M M-N N-O O-P

### Table 2: City Carrier Schedule

RSC Q7 (NALC)

							Ba	sic An	nual S	alaries	5							Pre
	AA	Α	В	C	D	Ε	F	G	Н	- 1	J	K	L	M	N	0	Р	Ste
City Carrier (Grade 2) Carrier Technician*		48,048 49,057	50,194 51,248	52,342 53,441	54,491 55,635	56,641 57,830	58,787 60,022	60,936 62,216	63,087 64,412	65,235 66,605	67,382 68,797					78,122 79,763	78,587 80,237	
					P	art-Time	Flexibl	e Emplo	yees - H	ourly Ba	sic Rate	S						
City Carrier (Grade 2) Carrier Technician*	23.10 23.59	24.12 24.63	25.20 25.73	26.28 26.83	27.35 27.93	28.43 29.03	29.51 30.13	30.59 31.23	31.67 32.34	32.75 33.44	33.83 34.54	34.90 35.64				39.22 40.04	39.45 40.28	
					Full-Tir	ne/Part	-Time R	egular E	mploye	es - Hou	rly Basic	Rates						
City Carrier (Grade 2) Carrier Technician*		23.10 23.59	24.13 24.64	25.16 25.69	26.20 26.75	27.23 27.80	28.26 28.86	29.30 29.91	30.33 30.97	31.36 32.02	32.40 33.08	33.43 34.13	34.46 35.18			37.56 38.35	37.78 38.58	
								Percent	Step 0	)								
		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 I	ncrease	Waitin	g Perio	ds (In W	/eeks)							
Steps (From-To)	A/ 46				-			-					K-L 46	L-M 46			)-P 46	YRS 13.

#### 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)	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
Stens (From RR to AA) in weeks	E.	,