

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 11, 2023 (PTF Step AA rates corrected)

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	1.3%
Feb. 27, 2021	January COLA	\$436
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%
March 11, 2023*	January COLA	\$208

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be placed 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. 29, 2022, Table One and Table Two was 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 P of Table 2, with proportionate application of the COLA to Steps A-D of Table 2.

* NOTE: In accordance with Article 9.3.B, COLAs became 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																	Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	\$41,038	\$41,507	\$41,976	\$42,445	\$42,914	\$43,383	\$43,852	\$44,321	\$44,790	\$45,259	\$45,728	\$46,197	\$46,666	\$47,135	\$47,604	\$48,073	494
Carrier Technician**	\$42,384	\$42,853	\$43,322	\$43,791	\$44,260	\$44,729	\$45,198	\$45,667	\$46,136	\$46,605	\$47,074	\$47,543	\$48,012	\$48,481	\$48,950	\$49,419	494
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	\$11.16	\$11.29	\$11.44	\$11.54	\$11.67	\$11.80	\$11.93	\$12.06	\$12.19	\$12.32	\$12.45	\$12.58	\$12.71	\$12.84	\$12.97	\$13.10	
Carrier Technician**	\$11.84	\$11.97	\$12.10	\$12.23	\$12.36	\$12.49	\$12.62	\$12.75	\$12.88	\$13.01	\$13.14	\$13.27	\$13.40	\$13.53	\$13.66	\$13.79	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	\$19.85	\$20.08	\$20.31	\$20.54	\$20.77	\$21.00	\$21.23	\$21.46	\$21.69	\$21.92	\$22.15	\$22.38	\$22.61	\$22.84	\$23.07	\$23.30	
Carrier Technician**	\$20.47	\$20.70	\$20.93	\$21.16	\$21.39	\$21.62	\$21.85	\$22.08	\$22.31	\$22.54	\$22.77	\$23.00	\$23.23	\$23.46	\$23.69	\$23.92	
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.
	94	90	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	
** Carrier Technicians receive an additional 4.7%.																	

** Carrier Technicians receive a 2.1% additional rate.

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																		Most Prev. Step
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	\$41,038	\$41,504	\$41,970	\$42,436	\$42,902	\$43,368	\$43,834	\$44,300	\$44,766	\$45,232	\$45,698	\$46,164	\$46,630	\$47,096	\$47,562	\$48,028	\$48,494	494
Carrier Technician**	\$42,005	\$42,471	\$42,937	\$43,403	\$43,869	\$44,335	\$44,801	\$45,267	\$45,733	\$46,199	\$46,665	\$47,131	\$47,597	\$48,063	\$48,529	\$48,995	\$49,461	494
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	\$11.16***	\$11.21	\$11.34	\$11.48	\$11.61	\$11.74	\$11.88	\$12.01	\$12.15	\$12.28	\$12.42	\$12.55	\$12.69	\$12.82	\$12.96	\$13.09	\$13.23	
Carrier Technician**	\$11.80***	\$11.90	\$12.04	\$12.18	\$12.31	\$12.45	\$12.59	\$12.72	\$12.86	\$13.00	\$13.13	\$13.27	\$13.40	\$13.54	\$13.67	\$13.81	\$13.95	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	\$19.13	\$19.34	\$19.54	\$19.75	\$19.95	\$20.16	\$20.36	\$20.57	\$20.77	\$20.98	\$21.18	\$21.38	\$21.58	\$21.78	\$21.98	\$22.18	\$22.38	
Carrier Technician**	\$19.60	\$19.84	\$20.08	\$20.32	\$20.56	\$20.80	\$21.04	\$21.28	\$21.52	\$21.76	\$22.00	\$22.24	\$22.48	\$22.72	\$22.96	\$23.20	\$23.44	
Percent Step O																		
	61.44%	63.87%	66.30%	68.73%	71.16%	73.59%	76.02%	78.45%	80.88%	83.31%	85.74%	88.17%	90.60%	93.03%	95.46%	97.89%	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 a 5% Bonus a. 7%.																		

** Carrier Technicians receive a 2.1% additional rate.

*** The PTF Step AA pay dispute was settled April 20, 2022 (88-03180). The correct rate was added on April 8, 2023. Any backpay that may be due to letter carriers for hours in which they worked while in Step AA prior to that date will tentatively be paid on the paycheck that letter carriers will receive on July 21, 2023.

Table 3: City Carrier Assistant Schedule

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

City Carrier (Grade 2)	BB	AA
Carrier Technician (add 2.1%)	\$9.33	\$9.83
Steps (from BB to AA) in weeks	19.74	20.25

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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.

City Carrier (Grade 2)	BB	AA
Carrier Technician (add 2.1%)	\$10.88	\$11.38
Steps (from BB to AA) in weeks	21.32	21.83

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