

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	\$12.09	\$12.34	\$12.59	\$12.84	\$13.09	\$13.34	\$13.59	\$13.84	\$14.09	\$14.34	\$14.59	\$14.84	\$15.09	\$15.34	\$15.59		
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-P	
	94		90		44		44		44		44		44		34		135	
** Carrier Technicians receive a 2.1% additional 2.1%																	13.3	

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	P	Most Prev. Step
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	\$48,542	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	\$49,888	494
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	\$11.16***	\$11.29	\$11.42	\$11.55	\$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***	\$12.09	\$12.34	\$12.59	\$12.84	\$13.09	\$13.34	\$13.59	\$13.84	\$14.09	\$14.34	\$14.59	\$14.84	\$15.09	\$15.34	\$15.59		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	\$19.85	\$20.13	\$20.41	\$20.69	\$20.97	\$21.25	\$21.53	\$21.81	\$22.09	\$22.37	\$22.65	\$22.93	\$23.21	\$23.49	\$23.77	\$24.05	\$24.33	
Carrier Technician**	\$20.60	\$20.88	\$21.16	\$21.44	\$21.72	\$22.00	\$22.28	\$22.56	\$22.84	\$23.12	\$23.40	\$23.68	\$23.96	\$24.24	\$24.52	\$24.80	\$25.08	
Percent Step O																		
	\$41.44%	\$42.87%	\$44.30%	\$45.73%	\$47.16%	\$48.59%	\$50.02%	\$51.45%	\$52.88%	\$54.31%	\$55.74%	\$57.17%	\$58.60%	\$60.03%	\$61.46%	\$62.89%	\$64.32%	
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	PTS	
	46																13.3	
*** Carrier Technicians receive a 2.1% additional 2.1%																		

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
	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.

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
	52	

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M Carnoy



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Legislative Calendar United States. Congress. House. Committee on Post Office and Civil Service,1992 *Federal Register* ,2013-08 **Legal Compilation** ,1973 Compilation of the legal authority under which the U S Environmental Protection Agency operates *Legal Compilation; Statutes and Legislative History, Executive Orders, Regulations, Guidelines and Reports* ,1973 **International Arbitration: Law and Practice in Switzerland** Gabrielle Kaufmann-Kohler,Antonio Rigozzi,2015 This third edition and the first in English of the globally cited Arbitrage International Droit et Pratique la Lumi re de la LDIP provides complete guidance on arbitration law and practice relating to Switzerland from two of the leading authorities on Swiss practice *Congressional Record* United States. Congress,1957 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873 *Journal of the House of Representatives of the United States* United States. Congress. House,2007 Some vols include supplemental journals of such proceedings of the sessions as during the time they were depending were ordered to be kept secret and respecting which the injunction of secrecy was afterwards taken off by the order of the House **Congressional Record** , **Calendars of the United States House of Representatives and History of Legislation** United States. Congress. House,2013 **Examining Impacts of Federal Natural Resources Laws Gone Astray, Part II, Serial No. 115-16, July 18, 2017, 115-1** ,2017 **Hansard's Parliamentary Debates** Great Britain. Parliament,1886 *Parliamentary Debates* ,1871 **Annual Report on the Activities of the Committee on Ethics for the ... Congress** United States. Congress. House. Committee on Ethics,2015 Report from the Select Committee on Post Office Servants Great Britain. Parliament. House of Commons. Select Committee on Post Office Servants,1913 Requirements for Recurring Reports to the Congress ,1984 Describes reports required of executive branch agencies by the Congress on a recurring basis The Budget of the United States Government United States. Office of Management and Budget,2015 *Minutes of Evidence, Taken Before the Select Committee on Post Office Servants* Great Britain. Parliament. House of Commons. Select Committee on Post Office Servants,1913 *Monthly Catalog of United States Government Publications* ,1989 The Encyclopaedia Britannica ,1895 **Appendix, Budget of the United States Government, Fiscal Year 2016** Executive Office of the President,2015-02-02 Officially released on February 2 2015 As one of the reference volumes of the FY2016 Budget request of the President the popular Fiscal Year Budget Appendix volume presents detailed financial information on individual programs Federal agencies and appropriation accounts that constitute the budget in tables and graphs Includes for each Government department and agency the text of proposed appropriations language budget schedules for each account new legislative proposals and explanations of the work

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