

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

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

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. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	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	78,587	470
Carrier Technician*	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	480
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	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	
Carrier Technician*	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																	
City Carrier (Grade 2)	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	
Carrier Technician*	32.00	34.21	34.26	35.84	36.07	36.30	36.53	36.75	36.98	37.21	37.44	37.67	37.89	38.13	38.35	38.58	
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.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

* Carrier Technicians receive an additional 2.1%

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																Most Prev. Step
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
City Carrier (Grade 2)	48,048	50,194	52,342	54,491	56,641	58,787	60,936	63,087	65,235	67,382	69,530	71,678	73,830	75,975	78,122	78,587	2,148
Carrier Technician*	49,057	51,248	53,441	55,635	57,830	60,022	62,216	64,412	66,605	68,797	70,990	73,183	75,380	77,570	79,763	80,237	2,193
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.10	24.12	25.20	26.28	27.35	28.43	29.51	30.59	31.67	32.75	33.83	34.90	35.98	37.06	38.14	39.22	39.45
Carrier Technician*	23.59	24.63	25.73	26.83	27.93	29.03	30.13	31.23	32.34	33.44	34.54	35.64	36.74	37.84	38.94	40.04	40.28
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.10	24.13	25.16	26.20	27.23	28.26	29.30	30.33	31.36	32.40	33.43	34.46	35.50	36.53	37.56	37.78	
Carrier Technician*	23.59	24.64	25.69	26.75	27.80	28.86	29.91	30.97	32.02	33.08	34.13	35.18	36.24	37.29	38.35	38.58	
Percent Step O																	
	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 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 an additional 2.1%

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
Steps (From BB to AA) in weeks	52	