

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Aug. 27, 2022 (July 2022 COLA)

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	1.1%
Feb. 27, 2021	January COLA	\$416
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%
TBA*	January COLA	TBD

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two 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: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$4.44 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 O of Table 2, with proportionate application of the COLAs to Steps A-M 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

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

Basic Annual Salaries																RSC Q (NALC)	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step	
City Carrier (Grade 2)	61,583	65,967	65,668	68,805	69,260	69,788	70,169	70,620	71,076	71,521	71,981	72,438	73,888	73,252	73,800	45th	
Carrier Technician**	62,468	66,944	67,047	70,250	70,714	71,262	71,643	72,093	72,573	73,023	73,483	73,959	74,419	74,893	75,353	46th	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	30.79	32.92	32.87	34.54	34.77	35.00	35.23	35.45	35.68	35.90	36.14	36.36	36.59	36.82	37.05		
Carrier Technician**	31.34	33.43	33.64	35.27	35.37	35.50	35.73	35.97	36.20	36.43	36.64	36.89	37.13	37.36	37.63		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.43	30.52	31.57	33.08	33.30	33.52	33.74	33.95	34.17	34.39	34.61	34.83	35.04	35.27	35.48		
Carrier Technician**	30.00	31.08	32.13	33.77	34.00	34.22	34.44	34.66	34.88	35.11	35.33	35.56	35.78	36.00	36.23		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B 96	B-C 96	C-D 64	D-E 64	E-F 64	F-G 64	G-H 64	H-I 64	I-J 64	J-K 34	K-L 34	L-M 26	M-N 26	N-O 24		RSC	12.4
** Carrier Technicians receive an additional 2.1%.																	

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.	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Step Above
City Carrier (Grade 2)	45,191	47,408	48,448	51,477	53,508	55,535	57,567	59,598	61,626	63,655	65,686	67,713	69,746	71,773	73,800		
Carrier Technician**	46,344	48,404	50,486	53,558	54,630	56,709	58,776	60,850	62,920	64,992	67,065	69,135	71,213	73,280	75,353		
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.50***	22.79	23.80	24.82	25.84	26.86	27.88	28.90	29.92	30.94	31.96	32.97	33.99	35.01	36.03	37.05	
Carrier Technician**	22.58***	23.27	24.30	25.34	26.38	27.43	28.46	29.50	30.55	31.58	32.63	33.67	34.71	35.75	36.79	37.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.82	22.80	23.77	24.75	25.73	26.70	27.68	28.65	29.63	30.60	31.58	32.55	33.53	34.51	35.48		
Carrier Technician**	22.28	23.28	24.27	25.27	26.27	27.26	28.26	29.25	30.25	31.25	32.24	33.24	34.24	35.23	36.23		
Percent Step O																	
	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)	AA-A 66	A-B 46	B-C 46	C-D 46	D-E 46	E-F 46	F-G 46	G-H 46	H-I 46	I-J 46	J-K 46	K-L 46	L-M 46	M-N 46	N-O 46	RSC	12.4
** Carrier Technicians receive an additional 2.1%.																	

Table 3: City Carrier Assistant Schedule

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

	BB	AA
City Carrier (Grade 2)	18.90	19.43
Carrier Technician (add 2.1%)	19.32	19.83
Steps (From BB to AA) in weeks	52	

NOTE: Effective June 15, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50-cent-per-hour raise. Step BB and its payable are the new entry step for new CCAs hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 15, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 15 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.

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.

	BB	AA
City Carrier (Grade 2)	20.44	20.94
Carrier Technician (add 2.1%)	20.87	21.38
Steps (From BB to AA) in weeks	52	

Letter Carrier Calendar For 25

Anthony S. Fauci



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