

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Feb. 26, 2022 (January 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
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

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 \$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 O of Table 2, with proportionate application of the COLA to Steps A-N 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)	58,728	63,112	63,213	66,350	66,805	67,263	67,714	68,165	68,623	69,066	69,526	69,983	70,433	70,897	71,347	458
Carrier Technician**	59,961	64,437	64,540	67,743	68,208	68,676	69,136	69,596	70,064	70,516	70,986	71,453	71,912	72,386	72,845	468
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	29.48	31.68	31.73	33.31	33.54	33.77	33.99	34.22	34.45	34.67	34.90	35.13	35.36	35.59	35.82	
Carrier Technician**	30.10	32.35	32.40	34.01	34.24	34.48	34.71	34.94	35.17	35.40	35.64	35.87	36.10	36.34	36.57	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	28.23	30.34	30.39	31.90	32.12	32.34	32.55	32.77	32.99	33.20	33.43	33.65	33.86	34.09	34.30	
Carrier Technician**	28.83	30.98	31.03	32.57	32.79	33.02	33.24	33.46	33.68	33.90	34.13	34.35	34.57	34.80	35.02	
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		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		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																RSC Q7 (NALC)	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	MOST PREV. STEP
City Carrier (Grade 2)	43,881	45,841	47,803	49,765	51,728	53,688	55,652	57,616	59,576	61,538	63,501	65,461	67,426	69,386	71,347	1,960	
Carrier Technician**	44,803	46,804	48,807	50,810	52,814	54,815	56,821	58,826	60,827	62,830	64,835	66,836	68,842	70,843	72,845	2,001	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2) 21.19***	22.03	23.01	24.00	24.98	25.97	26.95	27.94	28.92	29.91	30.89	31.88	32.86	33.85	34.83	35.82		
Carrier Technician** 21.63***	22.49	23.50	24.50	25.51	26.51	27.52	28.52	29.53	30.54	31.54	32.55	33.55	34.56	35.56	36.57		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.10	22.04	22.98	23.93	24.87	25.81	26.76	27.70	28.64	29.59	30.53	31.47	32.42	33.36	34.30		
Carrier Technician**	21.54	22.50	23.46	24.43	25.39	26.35	27.32	28.28	29.24	30.21	31.17	32.13	33.10	34.06	35.02		
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	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		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

** Carrier Technicians receive an additional 2.1%

***See "Interpretive dispute filed over PTF Step AA"

Table 3: City Carrier Assistant Schedule

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

	BB	AA
City Carrier (Grade 2)	18.92	19.42
Carrier Technician (add 2.1%)	19.32	19.83
Steps (From BB to AA) in weeks	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.

	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	

NOTE: Effective June 19, 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 pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 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 19 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.