Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 24, 2018

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	\$645
Nov. 24, 2018	Upgrade/Pay Schedule	2.1%
	Consolidation*	
Jan. 2019	COLA	TBD
July 2019	COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule	3.1%
	Consolidation**	

** All Grade 1 and Grade 2 CCAs will receive an average increase of 3.1%

*All career Grade 1 and Grade 2 letter carriers will receive an average increase of 2.1%

NOTE: This pay schedule reflects consolidation of Grade 1 into Grade 2. The remaining grade is called City Carrier.

NOTE: Carrier Technicians will receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLSs 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.

l apie 1	L: City C	arrier So	chedule												RSC Q	(NALC)
This sc	hedule	applies	to all ca	rriers w	ith a caı	eer app	ointme	nt date	prior to	Jan. 12,	2013.					
							Basic A	Innual S	alaries							MOST
																PREV.
	А	В	С	D	Е	F	G	н	I	J	К	L	М	Ν	0	STEP
	52,220	56,455	56,553	59,584	60,024	60,466	60,901	61,337	61,781	62,208	62,652	63,094	63,528	63,976	64,413	444
Technician	53,317	57,641	57,741	60,835	61,285	61,736	62,180	62,625	63,078	63,514	63,968	64,419	64,862	65,319	65,766	
					Р	art-Time	Flexible E	mployees	- Hourly	Basic Rate	s					
	26.11	28.23	28.28	29.79	30.01	30.23	30.45	30.67	30.89	31.10	31.33	31.55	31.76	31.99	32.21	
Technician	26.66	28.82	28.87	30.42	30.64	30.86	31.09	31.31	31.54	31.75	31.99	32.21	32.43	32.66	32.89	
Full-Time/Part-Time Regulare Employees - Hourly Basic Rates																
	25.11	27.14	27.19	28.65	28.86	29.07	29.28	29.49	29.70	29.91	30.12	30.33	30.54	30.76	30.97	
Technician	25.64	27.71	27.76	29.25	29.47	29.68	29.89	30.11	30.32	30.54	30.75	30.97	31.18	31.41	31.62	
						Step Ir	ncrease W	aiting Pe	riods (In V	Veeks)						
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.
	Weeks	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4
Table 2	2: City C	arrier So	chedule												RSC Q7	(NALC)
			chedule to all ca		ith a cai	eer app	ointme	nt date	on or af	ter Jan.	12, 201	3.			RSC Q7	(NALC)
					ith a caı	eer app		nt date Annual S		ter Jan.	12, 201	3.			RSC Q7	(NALC)
					ith a cai	reer app				ter Jan.	12, 201	3.			RSC Q7	
					ith a cai	reer app				ter Jan.	12, 201 : к	3.	М	N	RSC Q7	MOST
	hedule	applies	to all ca	rriers w			Basic A	nnual S н	alaries	J	к		M 60.871	N 62.641	0	MOST PREV. STEP
	hedule a	applies	to all ca c	rriers w	E	F	Basic A	Annual S	alaries		-	L				MOST PREV.
This sc	A 39,615	B 41,384	to all ca c 43,157	rriers w D 44,928	E 46,700 47,681	F 48,470 49,488	G 50,243 51,298	н 52,014 53,106	I 53,786 54,916	J 55,557 56,724	K 57,329 58,533	L 59,099	60,871	62,641	0 64,413	MOST PREV. STEP
This sc	A 39,615	B 41,384	to all ca c 43,157	rriers w D 44,928	E 46,700 47,681	F 48,470 49,488	G 50,243 51,298	н 52,014 53,106	53,786	J 55,557 56,724	K 57,329 58,533	L 59,099	60,871	62,641	0 64,413	MOST PREV. STEP
This sc	A 39,615 40,447	B 41,384 42,253	c 43,157 44,063	D 44,928 45,871	E 46,700 47,681 P	F 48,470 49,488 art-Time	G 50,243 51,298 Flexible E	н н 52,014 53,106 тріоуее	53,786 54,916	J 55,557 56,724 Basic Rate	К 57,329 58,533 25	L 59,099 60,340	60,871 62,149	62,641 63,956	0 64,413 65,766	MOST PREV. STEP
This sc	A 39,615 40,447 19.81	B 41,384 42,253 20.69	c 43,157 44,063 21.58	D 44,928 45,871 22.46	E 46,700 47,681 23.35 23.84	F 48,470 49,488 art-Time 24.24 24.75	G 50,243 51,298 Flexible E 25.12 25.65	H 52,014 53,106 mployees 26.01 26.56	i 53,786 54,916 54.89	J 55,557 56,724 Basic Rate 27.78 28.36	K 57,329 58,533 28.66 29.26	L 59,099 60,340 29.55	60,871 62,149 30.44	62,641 63,956 31.32	0 64,413 65,766 32.21	MOST PREV. STEP
This sc	A 39,615 40,447 19.81	B 41,384 42,253 20.69	c 43,157 44,063 21.58	D 44,928 45,871 22.46	E 46,700 47,681 23.35 23.84	F 48,470 49,488 art-Time 24.24 24.75	G 50,243 51,298 Flexible E 25.12 25.65	H 52,014 53,106 mployees 26.01 26.56	l 53,786 54,916 5- Hourly 26.89 27.45	J 55,557 56,724 Basic Rate 27.78 28.36	K 57,329 58,533 28.66 29.26	L 59,099 60,340 29.55	60,871 62,149 30.44	62,641 63,956 31.32	0 64,413 65,766 32.21	MOST PREV. STEP
This sc	A 39,615 40,447 19.81 20.23	B 41,384 42,253 20.69 21.12	c 43,157 44,063 21.58 22.03	D 44,928 45,871 22.46 22.93	E 46,700 47,681 P 23.35 23.84 Full-Tin	F 48,470 49,488 art-Time 24.24 24.75 ne/Part-T	G 50,243 51,298 Flexible E 25.12 25.65 ime Regu	H 52,014 53,106 mployees 26.01 26.56 lare Empl	i 53,786 54,916 5- Hourly 26.89 27.45 oyees - Ho	J 55,557 56,724 Basic Rate 27.78 28.36 ourly Basi	K 57,329 58,533 es 28.66 29.26 c Rates	L 59,099 60,340 29.55 30.17	60,871 62,149 30.44 31.08	62,641 63,956 31.32 31.98	0 64,413 65,766 32.21 32.89	MOST PREV. STEP
This sc Technician Technician	A 39,615 40,447 19.81 20.23 19.05	B 41,384 42,253 20.69 21.12 19.90	c 43,157 44,063 21.58 22.03 20.75	D 44,928 45,871 22.46 22.93 21.60	E 46,700 47,681 P 23.35 23.84 Full-Tin 22.45	F 48,470 49,488 art-Time 24.24 24.75 ne/Part-T 23.30	G 50,243 51,298 Flexible E 25.12 25.65 ime Regu 24.16 24.67	H 52,014 53,106 mployees 26.01 26.56 lare Empl 25.01	i 53,786 54,916 5- Hourly 26.89 27.45 oyees - H 25.86 26.40	J 55,557 56,724 Basic Rate 27.78 28.36 ourly Basi 26.71	K 57,329 58,533 es 28.66 29.26 c Rates 27.56	L 59,099 60,340 29.55 30.17 28.41	60,871 62,149 30.44 31.08 29.26	62,641 63,956 31.32 31.98 30.12	0 64,413 65,766 32.21 32.89 30.97	MOST PREV. STEP
This sc Technician Technician	A 39,615 40,447 19.81 20.23 19.05	B 41,384 42,253 20.69 21.12 19.90	c 43,157 44,063 21.58 22.03 20.75	D 44,928 45,871 22.46 22.93 21.60	E 46,700 47,681 P 23.35 23.84 Full-Tin 22.45	F 48,470 49,488 art-Time 24.24 24.75 ne/Part-T 23.30	G 50,243 51,298 Flexible E 25.12 25.65 ime Regu 24.16 24.67	H 52,014 53,106 mployees 26.01 26.56 lare Empl 25.01 25.54 rcent Stej	i 53,786 54,916 5- Hourly 26.89 27.45 oyees - H 25.86 26.40	J 55,557 56,724 Basic Rate 27.78 28.36 ourly Basi 26.71	K 57,329 58,533 es 28.66 29.26 c Rates 27.56	L 59,099 60,340 29.55 30.17 28.41	60,871 62,149 30.44 31.08 29.26	62,641 63,956 31.32 31.98 30.12	0 64,413 65,766 32.21 32.89 30.97	MOST PREV. STEP
This sc Technician Technician	A 39,615 40,447 19.81 20.23 19.05 19.45	B 41,384 42,253 20.69 21.12 19.90 20.32	c 43,157 44,063 21.58 22.03 20.75 21.19	D 44,928 45,871 22,46 22,93 21,60 22,05	E 46,700 47,681 P 23.35 23.84 Full-Tin 22.45 22.92	F 48,470 49,488 art-Time 24.24 24.75 ne/Part-T 23.30 23.79 75.25%	Basic A G 50,243 51,298 Flexible E 25.12 25.65 ime Regu 24.16 24.67 Pe 78.00%	H 52,014 53,106 26.01 26.56 lare Empl 25.01 25.54 rcent Steg 80.75%	i 53,786 54,916 5 - Hourly 26.89 27.45 oyees - H 25.86 26.40 p O	J 55,557 56,724 Basic Rate 27.78 28.36 ourly Basi 26.71 27.27 86.25%	к 57,329 58,533 ss 28.66 29.26 с Rates 27.56 28.14	L 59,099 60,340 29.55 30.17 28.41 29.01	60,871 62,149 30.44 31.08 29.26 29.87	62,641 63,956 31.32 31.98 30.12 30.75	0 64,413 65,766 32.21 32.89 30.97 31.62	MOST PREV. STEP
This sc Technician Technician Technician	A 39,615 40,447 19.81 20.23 19.05 19.45	B 41,384 42,253 20.69 21.12 19.90 20.32	c 43,157 44,063 21.58 22.03 20.75 21.19	D 44,928 45,871 22,46 22,93 21,60 22,05	E 46,700 47,681 P 23.35 23.84 Full-Tin 22.45 22.92	F 48,470 49,488 art-Time 24.24 24.75 ne/Part-T 23.30 23.79 75.25%	Basic A G 50,243 51,298 Flexible E 25.12 25.65 ime Regu 24.16 24.67 Pe 78.00%	H 52,014 53,106 26.01 26.56 lare Empl 25.01 25.54 rcent Steg 80.75%	i 53,786 54,916 5- Hourly 26.89 27.45 0yees - H 25.86 26.40 p O 83.50%	J 55,557 56,724 Basic Rate 27.78 28.36 ourly Basi 26.71 27.27 86.25%	к 57,329 58,533 ss 28.66 29.26 с Rates 27.56 28.14	L 59,099 60,340 29.55 30.17 28.41 29.01	60,871 62,149 30.44 31.08 29.26 29.87	62,641 63,956 31.32 31.98 30.12 30.75	0 64,413 65,766 32.21 32.89 30.97 31.62	MOST PREV. STEP

Table 3: City Ca	arrier Assistan	t Schedule	e		Hourly Rates				F	RSC Q4 ((NALC)
This schedule ap	plies to CCA Hir		This schedule applies to CCA Hires with previous TE service					ervice			
TE service						after Sept. 29, 20	007, who	were on	the rolls as	s of Jan.	10, 2013.
	CC	BB		AA			CC		BB		ÂA
	17.29	17.79		18.29			18.72		19.22		19.72
Steps (From-To)	CC-BB		BB-AA			Steps (From-To)		CC-BB		BB-AA	
Weeks	12		40			Weeks		12		40	