

Contract ratification Letter Carrier Pay Schedule City Carrier Wage Schedule

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

- This pay chart includes the following increases for career carriers:
 - Sept. 3, 2016: COLA of \$21 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Sept. 3, 2016, through Aug. 18, 2017.
 - Nov. 26, 2016: 1.2 percent general wage increase (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Nov. 26, 2016, through Aug. 18, 2017.
 - March 4, 2017: COLA of \$333 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from March 4, 2017, through Aug. 18, 2017.
 - Sept. 2, 2017: COLA of \$270 annually (paid beginning Sept. 2, 2017, reflected in paychecks Sept. 22, 2017)—back pay not applicable.
- The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
 - 1.3 percent general wage increase
- Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.

Table 1: City Carrier Schedule

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

RSC Q (NALC)

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	MOST PREV. STEP
Full-Time Regular Employees - Basic Annual Salaries																
1	48,406	52,337	53,863	56,785	57,188	57,593	57,988	58,390	58,794	59,191	59,594	59,995	60,398	60,803	61,201	403
2	50,415	54,597	54,693	57,686	58,120	58,557	58,986	59,417	59,855	60,277	60,715	61,151	61,580	62,022	62,454	438
Part-Time Flexible Employees - Hourly Basic Rates																
1	24.20	26.17	26.93	28.39	28.59	28.80	28.99	29.20	29.40	29.60	29.80	30.00	30.20	30.40	30.60	
2	25.21	27.30	27.35	28.84	29.06	29.28	29.49	29.71	29.93	30.14	30.36	30.58	30.79	31.01	31.23	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	23.27	25.16	25.90	27.30	27.49	27.69	27.88	28.07	28.27	28.46	28.65	28.84	29.04	29.23	29.42	
2	24.24	26.25	26.29	27.73	27.94	28.15	28.36	28.57	28.78	28.98	29.19	29.40	29.61	29.82	30.03	
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.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

Table 2: City Carrier Schedule

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

RSC Q7 (NALC)

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	MOST PREV. STEP
Full-Time Regular Employees - Basic Annual Salaries																
1	37,640	39,321	41,005	42,687	44,372	46,054	47,737	49,419	51,104	52,785	54,468	56,152	57,836	59,519	61,201	1,682
2	38,410	40,126	41,845	43,561	45,279	46,996	48,714	50,432	52,150	53,867	55,585	57,301	59,019	60,736	62,454	1,718
Part-Time Flexible Employees - Hourly Basic Rates																
1	18.82	19.66	20.50	21.34	22.19	23.03	23.87	24.71	25.55	26.39	27.23	28.08	28.92	29.76	30.60	
2	19.21	20.06	20.92	21.78	22.64	23.50	24.36	25.22	26.08	26.93	27.79	28.65	29.51	30.37	31.23	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	18.10	18.90	19.71	20.52	21.33	22.14	22.95	23.76	24.57	25.38	26.19	27.00	27.81	28.61	29.42	
2	18.47	19.29	20.12	20.94	21.77	22.59	23.42	24.25	25.07	25.90	26.72	27.55	28.37	29.20	30.03	
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)	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.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4

City Carrier Assistant Schedule

**Hourly Rates
RSC Q4 (NALC)**

Applies to CCA hires with no previous TE service.

CCA Grade	CC	BB	AA
1	16.41	16.91	17.41
2	16.75	17.25	17.75

Applies to CCA hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

CCA Grade	CC	BB	AA
1	17.78	18.28	18.78
2	18.13	18.63	19.13

Step Progression Criteria:

- Step CC until 12 weeks of service as a CCA
- Step BB following 12 weeks of service until 52 weeks of service as a CCA
- Step AA after 52 weeks of service as a CCA

The Postal Service has informed the NALC that due to the complexity of implementing a new pay scale, including step increases, that the new pay rates for city carrier assistants will go into effect Sept. 16, 2017.

- This pay chart includes the following increases for city carrier assistants:
 - Nov. 26, 2016: 2.2 percent general wage increase (paid beginning Sept 16, 2017, reflected in paychecks Oct. 6, 2017)—back pay will be calculated from Nov. 26, 2016, through Sept. 15, 2017.
 - Nov. 26, 2016: CCA step increases of \$0.50 per hour when you reach 12 weeks of service as a CCA, another \$0.50 per hour increase after 40 more weeks of service as a CCA (paid beginning Sept. 16, 2017, reflected in paychecks Oct 6, 2017)—back pay will be calculated from Nov. 26, 2016 through Sept. 15, 2017.
- The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
 - 2.3 percent general wage increase
- Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.