

TABLE ONE

Rural Carrier Evaluated Schedule

Full-Time Basic Annual Rates

Effective September 6, 2025 (PP 20-2025)

RSC R (NRLCA) Most Prev. Step: 458

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	18,679	19,913	20,349	21,264	21,410	21,541	21,683	21,818	21,959	22,095	22,231	22,371	22,510	22,649	22,784
13	20,243	21,582	22,052	23,045	23,197	23,345	23,493	23,643	23,788	23,936	24,090	24,240	24,391	24,538	24,684
14	21,796	23,236	23,748	24,813	24,978	25,136	25,294	25,456	25,622	25,777	25,942	26,103	26,265	26,422	26,586
15	23,356	24,892	25,447	26,586	26,762	26,932	27,103	27,279	27,448	27,622	27,787	27,962	28,138	28,312	28,486
16	24,905	26,552	27,138	28,354	28,543	28,729	28,909	29,093	29,275	29,460	29,646	29,832	30,014	30,198	30,380
17	26,467	28,210	28,835	30,129	30,330	30,526	30,714	30,917	31,108	31,301	31,495	31,689	31,890	32,085	32,280
18	28,026	29,877	30,532	31,906	32,114	32,320	32,527	32,733	32,941	33,145	33,352	33,563	33,770	33,984	34,184
19	29,580	31,532	32,229	33,678	33,901	34,116	34,330	34,553	34,768	34,987	35,206	35,424	35,643	35,862	36,079
20	31,153	33,205	33,938	35,466	35,695	35,929	36,153	36,386	36,616	36,842	37,076	37,306	37,534	37,765	38,001
21	32,691	34,845	35,616	37,219	37,459	37,701	37,940	38,184	38,424	38,663	38,902	39,141	39,390	39,629	39,872
22	34,245	36,502	37,317	38,997	39,245	39,499	39,744	40,001	40,252	40,506	40,757	41,004	41,258	41,508	41,766
23	35,804	38,168	39,010	40,768	41,030	41,290	41,555	41,819	42,083	42,349	42,612	42,876	43,142	43,406	43,672
24	37,364	39,820	40,704	42,540	42,813	43,085	43,356	43,636	43,914	44,183	44,455	44,731	45,009	45,289	45,564
25	38,919	41,490	42,404	44,313	44,604	44,891	45,172	45,462	45,747	46,032	46,322	46,609	46,899	47,184	47,473
26	40,475	43,143	44,100	46,090	46,382	46,684	46,977	47,278	47,572	47,873	48,167	48,463	48,764	49,068	49,364
27	42,028	44,796	45,791	47,852	48,163	48,472	48,776	49,093	49,403	49,714	50,017	50,325	50,641	50,953	51,266
28	43,594	46,463	47,491	49,632	49,947	50,274	50,588	50,914	51,233	51,549	51,874	52,193	52,516	52,842	53,162
29	45,147	48,120	49,182	51,400	51,733	52,068	52,394	52,729	53,059	53,394	53,731	54,056	54,397	54,726	55,061
30	46,708	49,790	50,890	53,184	53,526	53,875	54,207	54,554	54,903	55,241	55,586	55,929	56,275	56,624	56,965
31	48,260	51,442	52,578	54,944	55,305	55,657	56,011	56,365	56,720	57,077	57,434	57,790	58,152	58,514	58,863
32	49,817	53,100	54,273	56,718	57,088	57,453	57,814	58,185	58,551	58,915	59,281	59,644	60,014	60,390	60,757
33	51,373	54,762	55,974	58,487	58,868	59,249	59,622	60,006	60,384	60,759	61,143	61,517	61,900	62,283	62,664
34	52,926	56,418	57,666	60,260	60,653	61,040	61,427	61,818	62,207	62,597	62,986	63,377	63,770	64,159	64,552
35	54,487	58,078	59,366	62,032	62,443	62,839	63,238	63,643	64,043	64,446	64,845	65,248	65,657	66,057	66,458
36	56,042	59,734	61,061	63,802	64,217	64,633	65,040	65,454	65,869	66,276	66,691	67,106	67,519	67,938	68,348
37	57,599	61,395	62,754	65,577	66,012	66,426	66,852	67,276	67,703	68,129	68,548	68,977	69,407	69,835	70,255
38	59,157	63,054	64,449	67,353	67,791	68,226	68,655	69,096	69,529	69,965	70,400	70,834	71,275	71,715	72,149
39	60,716	64,718	66,152	69,123	69,577	70,024	70,469	70,920	71,367	71,812	72,256	72,707	73,161	73,608	74,057
40	62,269	66,371	67,841	70,894	71,356	71,814	72,265	72,730	73,188	73,643	74,103	74,561	75,023	75,487	75,946
41	64,598	68,860	70,383	73,552	74,033	74,507	74,980	75,455	75,930	76,405	76,886	77,362	77,838	78,318	78,794
42	66,942	71,354	72,931	76,214	76,703	77,206	77,683	78,189	78,677	79,163	79,660	80,148	80,649	81,143	81,641
43	69,271	73,835	75,468	78,869	79,382	79,896	80,395	80,908	81,419	81,925	82,441	82,945	83,462	83,979	84,483
44	71,615	76,333	78,024	81,536	82,062	82,593	83,110	83,644	84,174	84,697	85,224	85,750	86,281	86,820	87,344
45	73,944	78,820	80,564	84,189	84,737	85,281	85,821	86,370	86,914	87,458	88,002	88,550	89,100	89,651	90,188
46	76,280	81,307	83,107	86,846	87,409	87,974	88,523	89,099	89,660	90,215	90,775	91,336	91,904	92,465	93,032
47	78,617	83,790	85,654	89,507	90,088	90,670	91,237	91,822	92,403	92,980	93,561	94,139	94,719	95,306	95,882
48	80,948	86,285	88,190	92,158	92,766	93,356	93,948	94,547	95,148	95,738	96,334	96,934	97,534	98,135	98,728

Part-Time Flexible Employees - Hourly Basic Rates

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	31.26	33.32	34.06	35.59	35.82	36.05	36.28	36.51	36.74	36.97	37.20	37.43	37.66	37.90	38.13

Step Increase Waiting Periods

Steps (From-To)	A-B	B-C	C-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12
Grade 1	96	96	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: This schedule reflects a \$811 cost of living adjustment effective September 6, 2025 (PP 20-2025).

TABLE TWO
Rural Carrier Evaluated Schedule
Full-Time Basic Annual Rates
Effective September 6, 2025 (PP 20-2025)

RSC R3 (NRLCA)													Most Prev. Step:		1,441
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
12	15,732	16,169	16,598	17,031	17,465	17,895	18,330	18,760	19,193	19,624	20,062	20,489	20,926	21,854	22,784
13	17,044	17,514	17,981	18,453	18,920	19,389	19,861	20,325	20,797	21,263	21,733	22,201	22,669	23,676	24,684
14	18,342	18,853	19,356	19,862	20,368	20,871	21,378	21,884	22,389	22,891	23,402	23,905	24,414	25,498	26,586
15	19,669	20,208	20,748	21,291	21,830	22,372	22,914	23,454	23,988	24,532	25,075	25,613	26,156	27,322	28,486
16	20,977	21,553	22,128	22,704	23,284	23,863	24,439	25,013	25,588	26,168	26,743	27,320	27,898	29,140	30,380
17	22,300	22,912	23,524	24,138	24,748	25,360	25,971	26,583	27,195	27,803	28,418	29,030	29,641	30,960	32,280
18	23,601	24,251	24,899	25,548	26,196	26,846	27,495	28,141	28,792	29,439	30,088	30,738	31,387	32,788	34,184
19	24,908	25,592	26,280	26,965	27,651	28,334	29,019	29,705	30,388	31,072	31,758	32,445	33,130	34,604	36,079
20	26,242	26,962	27,682	28,402	29,123	29,840	30,558	31,282	32,001	32,721	33,442	34,161	34,880	36,441	38,001
21	27,537	28,296	29,048	29,808	30,562	31,320	32,079	32,834	33,590	34,349	35,106	35,859	36,616	38,245	39,872
22	28,835	29,627	30,421	31,214	32,010	32,804	33,598	34,393	35,185	35,979	36,775	37,567	38,361	40,062	41,766
23	30,167	30,996	31,822	32,651	33,479	34,306	35,137	35,964	36,789	37,622	38,448	39,274	40,103	41,888	43,672
24	31,477	32,342	33,207	34,072	34,934	35,794	36,659	37,527	38,391	39,252	40,120	40,982	41,845	43,704	45,564
25	32,763	33,668	34,569	35,473	36,374	37,276	38,180	39,080	39,984	40,884	41,785	42,688	43,593	45,531	47,473
26	34,106	35,036	35,974	36,909	37,846	38,786	39,721	40,655	41,592	42,530	43,463	44,401	45,334	47,351	49,364
27	35,413	36,385	37,357	38,329	39,301	40,272	41,243	42,219	43,185	44,161	45,133	46,104	47,077	49,172	51,266
28	36,714	37,720	38,732	39,742	40,749	41,759	42,768	43,781	44,787	45,797	46,806	47,816	48,822	50,995	53,162
29	38,031	39,074	40,120	41,162	42,208	43,253	44,297	45,342	46,385	47,433	48,474	49,519	50,562	52,814	55,061
30	39,325	40,408	41,489	42,571	43,656	44,736	45,820	46,901	47,985	49,066	50,151	51,231	52,314	54,639	56,965
31	40,642	41,763	42,877	43,999	45,113	46,230	47,351	48,467	49,584	50,701	51,822	52,937	54,053	56,459	58,863
32	41,969	43,120	44,271	45,425	46,577	47,731	48,884	50,033	51,188	52,339	53,494	54,643	55,797	58,275	60,757
33	43,256	44,445	45,635	46,831	48,019	49,209	50,401	51,591	52,779	53,969	55,163	56,354	57,542	60,102	62,664
34	44,578	45,805	47,028	48,252	49,481	50,703	51,931	53,158	54,379	55,604	56,835	58,057	59,282	61,917	64,552
35	45,897	47,158	48,418	49,681	50,938	52,202	53,463	54,725	55,981	57,244	58,505	59,765	61,025	63,744	66,458
36	47,199	48,501	49,794	51,094	52,391	53,688	54,988	56,288	57,579	58,877	60,181	61,472	62,774	65,560	68,348
37	48,506	49,844	51,176	52,512	53,847	55,177	56,513	57,843	59,180	60,511	61,849	63,179	64,514	67,387	70,255
38	49,838	51,203	52,571	53,939	55,312	56,681	58,047	59,414	60,784	62,153	63,523	64,891	66,257	69,205	72,149
39	51,135	52,539	53,945	55,351	56,756	58,160	59,570	60,971	62,378	63,783	65,191	66,599	68,001	71,032	74,057
40	52,457	53,898	55,338	56,779	58,221	59,660	61,101	62,543	63,982	65,423	66,866	68,305	69,746	72,848	75,946
41	54,412	55,907	57,401	58,900	60,399	61,889	63,389	64,884	66,379	67,872	69,372	70,866	72,359	75,580	78,794
42	56,395	57,941	59,489	61,039	62,586	64,136	65,685	67,238	68,779	70,332	71,880	73,429	74,977	78,309	81,641
43	58,343	59,946	61,548	63,155	64,762	66,362	67,966	69,572	71,176	72,779	74,385	75,987	77,590	81,042	84,483
44	60,325	61,980	63,638	65,296	66,952	68,612	70,267	71,922	73,582	75,238	76,894	78,552	80,210	83,779	87,344
45	62,280	63,991	65,705	67,416	69,132	70,842	72,553	74,266	75,979	77,689	79,401	81,112	82,826	86,511	90,188
46	64,259	66,022	67,788	69,552	71,320	73,083	74,847	76,614	78,375	80,142	81,907	83,671	85,438	89,236	93,032
47	66,212	68,031	69,852	71,673	73,494	75,312	77,130	78,953	80,772	82,592	84,415	86,231	88,054	91,971	95,882
48	68,189	70,067	71,936	73,810	75,686	77,555	79,431	81,303	83,175	85,047	86,928	88,794	90,672	94,701	98,728

Part-Time Flexible Employees - Hourly Basic Rates

Grade	26.33	27.06	27.78	28.50	29.23	29.95	30.67	31.40	32.12	32.84	33.57	34.29	35.01	36.57	38.13
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Step Increase Waiting Periods

Steps (From-To)	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15
Grade 1	52	52	52	52	52	52	52	52	52	52	52	52	52	52

NOTE: This schedule reflects a \$811 cost of living adjustment effective September 6, 2025 (PP 20-2025).

Rural Auxiliary Schedule
Full-Time Annual Basic Rates
Effective September 6, 2025 (PP 20-2025)

RSC B (NRLCA)

RAUX

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	62,269	66,371	67,841	70,894	71,356	71,814	72,265	72,730	73,188	73,643	74,103	74,561	75,023	75,487	75,946

Hourly Rates

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	31.26	33.32	34.06	35.59	35.82	36.05	36.28	36.51	36.74	36.97	37.20	37.43	37.66	37.90	38.13

Step Increase Waiting Periods

Steps (From-To)	A-B	B-C	C-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12
Grade 5	96	96	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: This schedule reflects a \$811 cost of living adjustment effective September 6, 2025 (PP 20-2025).