

TABLE ONE
Rural Carrier Evaluated Schedule
Full-Time Basic Annual Rates
Effective March 5, 2016 (PP 06-2016)

RSC R (NRLCA)														Most Prev. Step:	409
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	13,268	14,362	14,750	15,565	15,694	15,811	15,935	16,057	16,183	16,303	16,425	16,549	16,671	16,795	16,916
13	14,374	15,567	15,985	16,867	17,004	17,134	17,265	17,397	17,529	17,660	17,798	17,930	18,063	18,193	18,323
14	15,478	16,759	17,215	18,162	18,309	18,449	18,589	18,732	18,880	19,019	19,165	19,308	19,452	19,592	19,739
15	16,590	17,955	18,448	19,461	19,615	19,769	19,919	20,077	20,226	20,381	20,528	20,684	20,840	20,993	21,148
16	17,689	19,151	19,672	20,752	20,920	21,085	21,247	21,411	21,575	21,736	21,904	22,069	22,228	22,392	22,553
17	18,797	20,349	20,902	22,054	22,230	22,406	22,575	22,753	22,923	23,093	23,267	23,440	23,619	23,792	23,964
18	19,905	21,550	22,134	23,354	23,539	23,723	23,907	24,090	24,275	24,456	24,641	24,828	25,012	25,202	25,380
19	21,007	22,744	23,362	24,648	24,848	25,039	25,230	25,426	25,619	25,813	26,008	26,204	26,397	26,590	26,783
20	22,123	23,948	24,599	25,957	26,162	26,369	26,568	26,774	26,981	27,182	27,389	27,594	27,796	28,000	28,213
21	23,220	25,133	25,819	27,245	27,457	27,674	27,886	28,103	28,317	28,529	28,744	28,953	29,175	29,388	29,602
22	24,321	26,328	27,050	28,544	28,764	28,991	29,209	29,435	29,661	29,886	30,110	30,329	30,554	30,776	31,006
23	25,430	27,529	28,279	29,839	30,075	30,306	30,540	30,775	31,012	31,249	31,484	31,717	31,952	32,186	32,422
24	26,536	28,721	29,506	31,138	31,381	31,625	31,864	32,110	32,358	32,599	32,841	33,086	33,334	33,582	33,828
25	27,641	29,927	30,739	32,434	32,693	32,950	33,201	33,456	33,713	33,965	34,225	34,477	34,735	34,989	35,243
26	28,748	31,119	31,968	33,736	33,995	34,266	34,527	34,793	35,057	35,322	35,586	35,848	36,115	36,384	36,647
27	29,853	32,311	33,194	35,026	35,301	35,579	35,850	36,131	36,406	36,682	36,953	37,227	37,508	37,785	38,061
28	30,960	33,512	34,426	36,327	36,608	36,900	37,179	37,466	37,753	38,033	38,323	38,606	38,893	39,180	39,467
29	32,064	34,708	35,651	37,619	37,918	38,215	38,507	38,802	39,099	39,396	39,697	39,986	40,286	40,579	40,875
30	33,174	35,912	36,891	38,928	39,233	39,543	39,840	40,145	40,457	40,757	41,067	41,372	41,676	41,988	42,291
31	34,274	37,103	38,114	40,217	40,538	40,852	41,165	41,481	41,798	42,112	42,433	42,750	43,070	43,391	43,701
32	35,381	38,300	39,341	41,515	41,844	42,170	42,490	42,819	43,146	43,468	43,796	44,120	44,446	44,780	45,106
33	36,485	39,499	40,576	42,809	43,149	43,487	43,819	44,159	44,497	44,829	45,171	45,506	45,845	46,185	46,523
34	37,590	40,692	41,801	44,107	44,457	44,801	45,144	45,489	45,839	46,187	46,533	46,877	47,226	47,572	47,923
35	38,699	41,893	43,036	45,404	45,769	46,125	46,478	46,838	47,196	47,552	47,911	48,265	48,629	48,985	49,339
36	39,802	43,081	44,263	46,700	47,066	47,440	47,799	48,167	48,539	48,899	49,270	49,638	50,004	50,374	50,741
37	40,909	44,283	45,489	47,998	48,384	48,757	49,133	49,511	49,891	50,267	50,644	51,024	51,407	51,785	52,158
38	42,017	45,480	46,719	49,299	49,689	50,077	50,460	50,847	51,237	51,624	52,012	52,395	52,787	53,179	53,563
39	43,122	46,682	47,955	50,595	50,999	51,397	51,792	52,193	52,593	52,987	53,386	53,785	54,186	54,582	54,982
40	44,225	47,871	49,177	51,890	52,301	52,710	53,111	53,522	53,932	54,335	54,747	55,153	55,562	55,974	56,383
41	45,879	49,667	51,018	53,836	54,262	54,686	55,106	55,527	55,953	56,373	56,803	57,225	57,648	58,071	58,496
42	47,544	51,466	52,868	55,785	56,221	56,667	57,094	57,538	57,977	58,409	58,852	59,285	59,727	60,167	60,609
43	49,198	53,255	54,705	57,729	58,183	58,642	59,087	59,540	59,999	60,446	60,907	61,355	61,813	62,270	62,722
44	50,862	55,058	56,560	59,680	60,147	60,623	61,084	61,556	62,029	62,490	62,963	63,432	63,902	64,380	64,846
45	52,516	56,850	58,400	61,622	62,109	62,595	63,075	63,561	64,048	64,528	65,018	65,501	65,989	66,478	66,955
46	54,178	58,646	60,243	63,565	64,066	64,571	65,061	65,567	66,070	66,564	67,064	67,560	68,064	68,562	69,065
47	55,836	60,436	62,090	65,513	66,030	66,550	67,055	67,570	68,092	68,603	69,123	69,634	70,151	70,669	71,184
48	57,493	62,234	63,927	67,455	67,995	68,522	69,046	69,578	70,116	70,638	71,172	71,704	72,234	72,768	73,297
Part-Time Flexible Employees - Hourly Basic Rates															
Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	22.11	23.94	24.59	25.95	26.15	26.36	26.56	26.76	26.97	27.17	27.37	27.58	27.78	27.99	28.19
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 \$0 cost of living adjustment effective March 5, 2016 (PP 06-2016).															

TABLE TWO
Rural Carrier Evaluated Schedule
Full-Time Basic Annual Rates
Effective March 5, 2016 (PP 06-2016)

RSC R3 (NRLCA)												Most Prev. Step:	1,091
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13
12	11,571	11,899	12,227	12,555	12,883	13,211	13,539	13,867	14,195	14,523	14,851	15,179	15,507
13	12,552	12,906	13,260	13,614	13,968	14,322	14,676	15,030	15,384	15,738	16,092	16,446	16,800
14	13,496	13,879	14,262	14,645	15,028	15,411	15,794	16,177	16,560	16,943	17,326	17,709	18,092
15	14,463	14,873	15,283	15,693	16,103	16,513	16,923	17,333	17,743	18,153	18,563	18,973	19,383
16	15,442	15,878	16,314	16,750	17,186	17,622	18,058	18,494	18,930	19,366	19,802	20,238	20,674
17	16,411	16,874	17,337	17,800	18,263	18,726	19,189	19,652	20,115	20,578	21,041	21,504	21,967
18	17,356	17,848	18,340	18,832	19,324	19,816	20,308	20,800	21,292	21,784	22,276	22,768	23,260
19	18,336	18,854	19,372	19,890	20,408	20,926	21,444	21,962	22,480	22,998	23,516	24,034	24,552
20	19,306	19,851	20,396	20,941	21,486	22,031	22,576	23,121	23,666	24,211	24,756	25,301	25,846
21	20,250	20,824	21,398	21,972	22,546	23,120	23,694	24,268	24,842	25,416	25,990	26,564	27,138
22	21,218	21,819	22,420	23,021	23,622	24,223	24,824	25,425	26,026	26,627	27,228	27,829	28,430
23	22,197	22,824	23,451	24,078	24,705	25,332	25,959	26,586	27,213	27,840	28,467	29,094	29,721
24	23,153	23,808	24,463	25,118	25,773	26,428	27,083	27,738	28,393	29,048	29,703	30,358	31,013
25	24,109	24,792	25,475	26,158	26,841	27,524	28,207	28,890	29,573	30,256	30,939	31,622	32,305
26	25,090	25,799	26,508	27,217	27,926	28,635	29,344	30,053	30,762	31,471	32,180	32,889	33,598
27	26,046	26,783	27,520	28,257	28,994	29,731	30,468	31,205	31,942	32,679	33,416	34,153	34,890
28	27,015	27,779	28,543	29,307	30,071	30,835	31,599	32,363	33,127	33,891	34,655	35,419	36,183
29	27,981	28,772	29,563	30,354	31,145	31,936	32,727	33,518	34,309	35,100	35,891	36,682	37,473
30	28,940	29,759	30,578	31,397	32,216	33,035	33,854	34,673	35,492	36,311	37,130	37,949	38,768
31	29,907	30,753	31,599	32,445	33,291	34,137	34,983	35,829	36,675	37,521	38,367	39,213	40,059
32	30,877	31,750	32,623	33,496	34,369	35,242	36,115	36,988	37,861	38,734	39,607	40,480	41,353
33	31,833	32,734	33,635	34,536	35,437	36,338	37,239	38,140	39,041	39,942	40,843	41,744	42,645
34	32,799	33,727	34,655	35,583	36,511	37,439	38,367	39,295	40,223	41,151	42,079	43,007	43,935
35	33,766	34,721	35,676	36,631	37,586	38,541	39,496	40,451	41,406	42,361	43,316	44,271	45,226
36	34,735	35,717	36,699	37,681	38,663	39,645	40,627	41,609	42,591	43,573	44,555	45,537	46,519
37	35,692	36,702	37,712	38,722	39,732	40,742	41,752	42,762	43,772	44,782	45,792	46,802	47,812
38	36,661	37,698	38,735	39,772	40,809	41,846	42,883	43,920	44,957	45,994	47,031	48,068	49,105
39	37,630	38,694	39,758	40,822	41,886	42,950	44,014	45,078	46,142	47,206	48,270	49,334	50,398
40	38,598	39,689	40,780	41,871	42,962	44,053	45,144	46,235	47,326	48,417	49,508	50,599	51,690
41	40,044	41,176	42,308	43,440	44,572	45,704	46,836	47,968	49,100	50,232	51,364	52,496	53,628
42	41,491	42,664	43,837	45,010	46,183	47,356	48,529	49,702	50,875	52,048	53,221	54,394	55,567
43	42,935	44,149	45,363	46,577	47,791	49,005	50,219	51,433	52,647	53,861	55,075	56,289	57,503
44	44,383	45,638	46,893	48,148	49,403	50,658	51,913	53,168	54,423	55,678	56,933	58,188	59,443
45	45,830	47,126	48,422	49,718	51,014	52,310	53,606	54,902	56,198	57,494	58,790	60,086	61,382
46	47,276	48,613	49,950	51,287	52,624	53,961	55,298	56,635	57,972	59,309	60,646	61,983	63,320
47	48,722	50,100	51,478	52,856	54,234	55,612	56,990	58,368	59,746	61,124	62,502	63,880	65,258
48	50,169	51,588	53,007	54,426	55,845	57,264	58,683	60,102	61,521	62,940	64,359	65,778	67,197
Part-Time Flexible Employees - Hourly Basic Rates													
Grade	19.30	19.84	20.39	20.94	21.48	22.03	22.57	23.12	23.66	24.21	24.75	25.30	25.85
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	
Grade 1	52	52	52	52	52	52	52	52	52	52	52	52	
NOTE: This schedule reflects a \$0 cost of living adjustment effective March 5, 2016 (PP 06-2016).													

TABLE THREE
**RURAL CARRIER ASSOCIATE/
RURAL CARRIER RELIEF SCHEDULES**
STRAIGHT-TIME HOURLY WAGE RATES
Effective March 5, 2016 (PP 06-2016)

RSC B

	Sch 1*	Sch 2**
HOURLY RATE	21.26	24.95
4 DECIMAL RATE	21.2620	24.9471
ANNUAL RATE	44,225	51,890

* Applies to rural carrier associates hired from August 24, 1991 through August 10, 2012.

** Applies to rural carrier associates and rural carrier relief employees on the rolls prior to August 24, 1991.

TABLE FOUR***
RURAL CARRIER ASSOCIATE
STRAIGHT-TIME HOURLY WAGE RATES
Effective March 5, 2016 (PP 06-2016)

RSC B

HOURLY RATE	17.02
4 DECIMAL RATE	17.0154
ANNUAL RATE	35,392

*** Applies to rural carrier associates hired on or after August 11, 2012.

Rural Auxiliary Schedule
Full-Time Annual Basic Rates
Effective March 5, 2016 (PP 06-2016)

RSC B (NRLCA)

RAUX

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	44,225	47,871	49,177	51,890	52,301	52,710	53,111	53,522	53,932	54,335	54,747	55,153	55,562	55,974	56,383
Hourly Rates															
Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	22.11	23.94	24.59	25.95	26.15	26.36	26.56	26.76	26.97	27.17	27.37	27.58	27.78	27.99	28.19
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 \$0 cost of living adjustment effective March 5, 2016 (PP 06-2016).															