

**TABLE ONE**  
**Rural Carrier Evaluated Schedule**  
**Full-Time Basic Annual Rates**  
**Effective September 3, 2016 (PP 19-2016)**

**RSC R (NRLCA)** **Most Prev. Step: 409**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	13,274	14,368	14,756	15,571	15,700	15,817	15,941	16,063	16,189	16,309	16,431	16,555	16,677	16,801	16,922
13	14,381	15,574	15,992	16,874	17,011	17,141	17,272	17,404	17,536	17,667	17,805	17,937	18,070	18,200	18,330
14	15,485	16,766	17,222	18,169	18,316	18,456	18,596	18,739	18,887	19,026	19,172	19,315	19,459	19,599	19,746
15	16,598	17,963	18,456	19,469	19,623	19,777	19,927	20,085	20,234	20,389	20,536	20,692	20,848	21,001	21,156
16	17,697	19,159	19,680	20,760	20,928	21,093	21,255	21,419	21,583	21,744	21,912	22,077	22,236	22,400	22,561
17	18,806	20,358	20,911	22,063	22,239	22,415	22,584	22,762	22,932	23,102	23,276	23,449	23,628	23,801	23,973
18	19,914	21,559	22,143	23,363	23,548	23,732	23,916	24,099	24,284	24,465	24,650	24,837	25,021	25,211	25,389
19	21,017	22,754	23,372	24,658	24,858	25,049	25,240	25,436	25,629	25,823	26,018	26,214	26,407	26,600	26,793
20	22,134	23,959	24,610	25,968	26,173	26,380	26,579	26,785	26,992	27,193	27,400	27,605	27,807	28,011	28,224
21	23,231	25,144	25,830	27,256	27,468	27,685	27,897	28,114	28,328	28,540	28,755	28,964	29,186	29,399	29,613
22	24,333	26,340	27,062	28,556	28,776	29,003	29,221	29,447	29,673	29,898	30,122	30,341	30,566	30,788	31,018
23	25,442	27,541	28,291	29,851	30,087	30,318	30,552	30,787	31,024	31,261	31,496	31,729	31,964	32,198	32,434
24	26,549	28,734	29,519	31,151	31,394	31,638	31,877	32,123	32,371	32,612	32,854	33,099	33,347	33,595	33,841
25	27,654	29,940	30,752	32,447	32,706	32,963	33,214	33,469	33,726	33,978	34,238	34,490	34,748	35,002	35,256
26	28,762	31,133	31,982	33,750	34,009	34,280	34,541	34,807	35,071	35,336	35,600	35,862	36,129	36,398	36,661
27	29,867	32,325	33,208	35,040	35,315	35,593	35,864	36,145	36,420	36,696	36,967	37,241	37,522	37,799	38,075
28	30,975	33,527	34,441	36,342	36,623	36,915	37,194	37,481	37,768	38,048	38,338	38,621	38,908	39,195	39,482
29	32,079	34,723	35,666	37,634	37,933	38,230	38,522	38,817	39,114	39,411	39,712	40,001	40,301	40,594	40,890
30	33,190	35,928	36,907	38,944	39,249	39,559	39,856	40,161	40,473	40,773	41,083	41,388	41,692	42,004	42,307
31	34,290	37,119	38,130	40,233	40,554	40,868	41,181	41,497	41,814	42,128	42,449	42,766	43,086	43,407	43,717
32	35,398	38,317	39,358	41,532	41,861	42,187	42,507	42,836	43,163	43,485	43,813	44,137	44,463	44,797	45,123
33	36,502	39,516	40,593	42,826	43,166	43,504	43,836	44,176	44,514	44,846	45,188	45,523	45,862	46,202	46,540
34	37,608	40,710	41,819	44,125	44,475	44,819	45,162	45,507	45,857	46,205	46,551	46,895	47,244	47,590	47,941
35	38,717	41,911	43,054	45,422	45,787	46,143	46,496	46,856	47,214	47,570	47,929	48,283	48,647	49,003	49,357
36	39,821	43,100	44,282	46,719	47,085	47,459	47,818	48,186	48,558	48,918	49,289	49,657	50,023	50,393	50,760
37	40,928	44,302	45,508	48,017	48,403	48,776	49,152	49,530	49,910	50,286	50,663	51,043	51,426	51,804	52,177
38	42,037	45,500	46,739	49,319	49,709	50,097	50,480	50,867	51,257	51,644	52,032	52,415	52,807	53,199	53,583
39	43,142	46,702	47,975	50,615	51,019	51,417	51,812	52,213	52,613	53,007	53,406	53,805	54,206	54,602	55,002
<b>40</b>	<b>44,246</b>	<b>47,892</b>	<b>49,198</b>	<b>51,911</b>	<b>52,322</b>	<b>52,731</b>	<b>53,132</b>	<b>53,543</b>	<b>53,953</b>	<b>54,356</b>	<b>54,768</b>	<b>55,174</b>	<b>55,583</b>	<b>55,995</b>	<b>56,404</b>
41	45,901	49,689	51,040	53,858	54,284	54,708	55,128	55,549	55,975	56,395	56,825	57,247	57,670	58,093	58,518
42	47,567	51,489	52,891	55,808	56,244	56,690	57,117	57,561	58,000	58,432	58,875	59,308	59,750	60,190	60,632
43	49,221	53,278	54,728	57,752	58,206	58,665	59,110	59,563	60,022	60,469	60,930	61,378	61,836	62,293	62,745
44	50,886	55,082	56,584	59,704	60,171	60,647	61,108	61,580	62,053	62,514	62,987	63,456	63,926	64,404	64,870
45	52,541	56,875	58,425	61,647	62,134	62,620	63,100	63,586	64,073	64,553	65,043	65,526	66,014	66,503	66,980
46	54,204	58,672	60,269	63,591	64,092	64,597	65,087	65,593	66,096	66,590	67,090	67,586	68,090	68,588	69,091
47	55,863	60,463	62,117	65,540	66,057	66,577	67,082	67,597	68,119	68,630	69,150	69,661	70,178	70,696	71,211
48	57,520	62,261	63,954	67,482	68,022	68,549	69,073	69,605	70,143	70,665	71,199	71,731	72,261	72,795	73,324

**Part-Time Flexible Employees - Hourly Basic Rates**

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	22.12	23.95	24.60	25.96	26.16	26.37	26.57	26.77	26.98	27.18	27.38	27.59	27.79	28.00	28.20

**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 \$21 cost of living adjustment effective September 3, 2016 (PP 19-2016).**

**TABLE TWO**  
**Rural Carrier Evaluated Schedule**  
**Full-Time Basic Annual Rates**  
**Effective September 3, 2016 (PP 19-2016)**

RSC R3 (NRLCA)											Most Prev. Step:			1,091
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	
12	11,577	11,905	12,233	12,561	12,889	13,217	13,545	13,873	14,201	14,529	14,857	15,185	15,513	
13	12,559	12,913	13,267	13,621	13,975	14,329	14,683	15,037	15,391	15,745	16,099	16,453	16,807	
14	13,503	13,886	14,269	14,652	15,035	15,418	15,801	16,184	16,567	16,950	17,333	17,716	18,099	
15	14,471	14,881	15,291	15,701	16,111	16,521	16,931	17,341	17,751	18,161	18,571	18,981	19,391	
16	15,450	15,886	16,322	16,758	17,194	17,630	18,066	18,502	18,938	19,374	19,810	20,246	20,682	
17	16,420	16,883	17,346	17,809	18,272	18,735	19,198	19,661	20,124	20,587	21,050	21,513	21,976	
18	17,365	17,857	18,349	18,841	19,333	19,825	20,317	20,809	21,301	21,793	22,285	22,777	23,269	
19	18,346	18,864	19,382	19,900	20,418	20,936	21,454	21,972	22,490	23,008	23,526	24,044	24,562	
20	19,317	19,862	20,407	20,952	21,497	22,042	22,587	23,132	23,677	24,222	24,767	25,312	25,857	
21	20,261	20,835	21,409	21,983	22,557	23,131	23,705	24,279	24,853	25,427	26,001	26,575	27,149	
22	21,230	21,831	22,432	23,033	23,634	24,235	24,836	25,437	26,038	26,639	27,240	27,841	28,442	
23	22,209	22,836	23,463	24,090	24,717	25,344	25,971	26,598	27,225	27,852	28,479	29,106	29,733	
24	23,166	23,821	24,476	25,131	25,786	26,441	27,096	27,751	28,406	29,061	29,716	30,371	31,026	
25	24,122	24,805	25,488	26,171	26,854	27,537	28,220	28,903	29,586	30,269	30,952	31,635	32,318	
26	25,104	25,813	26,522	27,231	27,940	28,649	29,358	30,067	30,776	31,485	32,194	32,903	33,612	
27	26,060	26,797	27,534	28,271	29,008	29,745	30,482	31,219	31,956	32,693	33,430	34,167	34,904	
28	27,030	27,794	28,558	29,322	30,086	30,850	31,614	32,378	33,142	33,906	34,670	35,434	36,198	
29	27,996	28,787	29,578	30,369	31,160	31,951	32,742	33,533	34,324	35,115	35,906	36,697	37,488	
30	28,956	29,775	30,594	31,413	32,232	33,051	33,870	34,689	35,508	36,327	37,146	37,965	38,784	
31	29,923	30,769	31,615	32,461	33,307	34,153	34,999	35,845	36,691	37,537	38,383	39,229	40,075	
32	30,894	31,767	32,640	33,513	34,386	35,259	36,132	37,005	37,878	38,751	39,624	40,497	41,370	
33	31,850	32,751	33,652	34,553	35,454	36,355	37,256	38,157	39,058	39,959	40,860	41,761	42,662	
34	32,817	33,745	34,673	35,601	36,529	37,457	38,385	39,313	40,241	41,169	42,097	43,025	43,953	
35	33,784	34,739	35,694	36,649	37,604	38,559	39,514	40,469	41,424	42,379	43,334	44,289	45,244	
36	34,754	35,736	36,718	37,700	38,682	39,664	40,646	41,628	42,610	43,592	44,574	45,556	46,538	
37	35,711	36,721	37,731	38,741	39,751	40,761	41,771	42,781	43,791	44,801	45,811	46,821	47,831	
38	36,681	37,718	38,755	39,792	40,829	41,866	42,903	43,940	44,977	46,014	47,051	48,088	49,125	
39	37,650	38,714	39,778	40,842	41,906	42,970	44,034	45,098	46,162	47,226	48,290	49,354	50,418	
<b>40</b>	<b>38,619</b>	<b>39,710</b>	<b>40,801</b>	<b>41,892</b>	<b>42,983</b>	<b>44,074</b>	<b>45,165</b>	<b>46,256</b>	<b>47,347</b>	<b>48,438</b>	<b>49,529</b>	<b>50,620</b>	<b>51,711</b>	
41	40,066	41,198	42,330	43,462	44,594	45,726	46,858	47,990	49,122	50,254	51,386	52,518	53,650	
42	41,514	42,687	43,860	45,033	46,206	47,379	48,552	49,725	50,898	52,071	53,244	54,417	55,590	
43	42,958	44,172	45,386	46,600	47,814	49,028	50,242	51,456	52,670	53,884	55,098	56,312	57,526	
44	44,407	45,662	46,917	48,172	49,427	50,682	51,937	53,192	54,447	55,702	56,957	58,212	59,467	
45	45,855	47,151	48,447	49,743	51,039	52,335	53,631	54,927	56,223	57,519	58,815	60,111	61,407	
46	47,302	48,639	49,976	51,313	52,650	53,987	55,324	56,661	57,998	59,335	60,672	62,009	63,346	
47	48,749	50,127	51,505	52,883	54,261	55,639	57,017	58,395	59,773	61,151	62,529	63,907	65,285	
48	50,196	51,615	53,034	54,453	55,872	57,291	58,710	60,129	61,548	62,967	64,386	65,805	67,224	
Part-Time Flexible Employees - Hourly Basic Rates														
Grade	19.31	19.86	20.4	20.95	21.49	22.04	22.58	23.13	23.67	24.22	24.76	25.31	25.86	
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	52	

**NOTE: This schedule reflects a \$21 cost of living adjustment effective September 3, 2016 (PP 19-2016).**

**TABLE THREE  
RURAL CARRIER ASSOCIATE/  
RURAL CARRIER RELIEF SCHEDULES  
STRAIGHT-TIME HOURLY WAGE RATES  
Effective September 3, 2016 (PP 19-2016)**

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

**Note: This schedule reflects a 1.2% general increase effective November 14, 2015 (PP 25-2015)**

\* 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\*\*\*  
ASSISTANT RURAL CARRIER\*\*\*\*  
STRAIGHT-TIME HOURLY WAGE RATES  
Effective September 3, 2016 (PP 19-2016)**

RSC B

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

**Note: This schedule reflects 1.2% general increase and a 1% Wage Adjustment effective November 14, 2015 (PP 25-2015)**

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

\*\*\*\* Non-career employees who only work Saturdays/Sundays/Holidays.

**Rural Auxiliary Schedule**  
**Full-Time Annual Basic Rates**  
**Effective September 3, 2016 (PP 19-2016)**

RSC B (NRLCA)

RAUX

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	44,246	47,892	49,198	51,911	52,322	52,731	53,132	53,543	53,953	54,356	54,768	55,174	55,583	55,995	56,404

**Hourly Rates**

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	22.12	23.95	24.60	25.96	26.16	26.37	26.57	26.77	26.98	27.18	27.38	27.59	27.79	28.00	28.20

**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 \$21 cost of living adjustment effective September 3, 2016 (PP 19-2016).**





Miles	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
114	46,761	50,407	51,713	54,426	54,837	55,246	55,647	56,058	56,468	56,871	57,283	57,689	58,098	58,510	58,919
115	46,796	50,442	51,748	54,461	54,872	55,281	55,682	56,093	56,503	56,906	57,318	57,724	58,133	58,544	58,953
116	46,831	50,476	51,782	54,496	54,907	55,316	55,717	56,128	56,538	56,941	57,353	57,759	58,168	58,579	58,988
117	46,866	50,511	51,817	54,531	54,942	55,351	55,752	56,163	56,573	56,976	57,388	57,794	58,203	58,614	59,023
118	46,901	50,546	51,852	54,566	54,977	55,386	55,787	56,197	56,608	57,011	57,423	57,829	58,238	58,649	59,058
119	46,936	50,581	51,887	54,601	55,012	55,421	55,822	56,232	56,643	57,046	57,458	57,863	58,272	58,684	59,093
120	46,971	50,616	51,922	54,636	55,047	55,456	55,857	56,267	56,678	57,081	57,493	57,898	58,307	58,719	59,128
121	47,005	50,651	51,957	54,671	55,082	55,491	55,892	56,302	56,713	57,116	57,528	57,933	58,342	58,754	59,163
122	47,040	50,686	51,992	54,706	55,117	55,525	55,926	56,337	56,748	57,151	57,563	57,968	58,377	58,789	59,198
123	47,075	50,721	52,027	54,741	55,152	55,560	55,961	56,372	56,783	57,185	57,597	58,003	58,412	58,824	59,233
124	47,110	50,756	52,062	54,776	55,187	55,595	55,996	56,407	56,818	57,220	57,632	58,038	58,447	58,859	59,268
125	47,145	50,791	52,097	54,811	55,222	55,630	56,031	56,442	56,853	57,255	57,667	58,073	58,482	58,894	59,303
126	47,180	50,826	52,132	54,845	55,256	55,665	56,066	56,477	56,888	57,290	57,702	58,108	58,517	58,929	59,338
127	47,215	50,861	52,167	54,880	55,291	55,700	56,101	56,512	56,923	57,325	57,737	58,143	58,552	58,964	59,373
128	47,250	50,896	52,202	54,915	55,326	55,735	56,136	56,547	56,957	57,360	57,772	58,178	58,587	58,999	59,408
129	47,285	50,931	52,237	54,950	55,361	55,770	56,171	56,582	56,992	57,395	57,807	58,213	58,622	59,033	59,442
130	47,320	50,966	52,272	54,985	55,396	55,805	56,206	56,617	57,027	57,430	57,842	58,248	58,657	59,068	59,477
131	47,355	51,000	52,306	55,020	55,431	55,840	56,241	56,652	57,062	57,465	57,877	58,283	58,692	59,103	59,512
132	47,390	51,035	52,341	55,055	55,466	55,875	56,276	56,686	57,097	57,500	57,912	58,318	58,727	59,138	59,547
133	47,425	51,070	52,376	55,090	55,501	55,910	56,311	56,721	57,132	57,535	57,947	58,352	58,761	59,173	59,582
134	47,460	51,105	52,411	55,125	55,536	55,945	56,346	56,756	57,167	57,570	57,982	58,387	58,796	59,208	59,617
135	47,494	51,140	52,446	55,160	55,571	55,980	56,381	56,791	57,202	57,605	58,017	58,422	58,831	59,243	59,652
136	47,529	51,175	52,481	55,195	55,606	56,014	56,415	56,826	57,237	57,640	58,052	58,457	58,866	59,278	59,687
137	47,564	51,210	52,516	55,230	55,641	56,049	56,450	56,861	57,272	57,675	58,087	58,492	58,901	59,313	59,722
138	47,599	51,245	52,551	55,265	55,676	56,084	56,485	56,896	57,307	57,709	58,121	58,527	58,936	59,348	59,757
139	47,634	51,280	52,586	55,300	55,711	56,119	56,520	56,931	57,342	57,744	58,156	58,562	58,971	59,383	59,792
140	47,669	51,315	52,621	55,335	55,746	56,154	56,555	56,966	57,377	57,779	58,191	58,597	59,006	59,418	59,827

**NOTE: At 42 miles, this schedule reflects a \$21 cost of living adjustment effective September 3, 2016 (PP 19-2016).**