

TABLE ONE Rural Carrier Evaluated Schedule Full-Time Basic Annual Rates Effective November 18, 2023 (PP 25-2023)	
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RSC R (NRLCA)													Most Prev. Step:		452
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	17,687	18,905	19,335	20,238	20,383	20,512	20,652	20,785	20,925	21,059	21,193	21,331	21,468	21,606	21,739
13	19,167	20,489	20,953	21,933	22,083	22,229	22,376	22,524	22,667	22,813	22,965	23,113	23,262	23,407	23,551
14	20,637	22,059	22,564	23,615	23,778	23,934	24,090	24,250	24,414	24,567	24,730	24,889	25,049	25,204	25,366
15	22,116	23,632	24,180	25,304	25,478	25,646	25,815	25,989	26,155	26,327	26,490	26,663	26,836	27,008	27,180
16	23,583	25,208	25,787	26,987	27,174	27,357	27,535	27,717	27,897	28,079	28,263	28,446	28,626	28,808	28,987
17	25,060	26,781	27,398	28,675	28,874	29,067	29,253	29,453	29,642	29,832	30,024	30,215	30,414	30,606	30,799
18	26,537	28,364	29,011	30,367	30,572	30,776	30,980	31,184	31,389	31,590	31,795	32,003	32,207	32,419	32,616
19	28,008	29,935	30,623	32,053	32,273	32,485	32,697	32,917	33,129	33,345	33,562	33,777	33,993	34,209	34,423
20	29,497	31,523	32,246	33,755	33,981	34,212	34,433	34,663	34,890	35,113	35,344	35,571	35,796	36,024	36,257
21	30,955	33,081	33,842	35,425	35,662	35,901	36,137	36,378	36,615	36,851	37,086	37,322	37,568	37,804	38,044
22	32,426	34,654	35,458	37,117	37,362	37,612	37,855	38,108	38,356	38,607	38,854	39,098	39,349	39,595	39,850
23	33,903	36,236	37,067	38,803	39,061	39,318	39,580	39,841	40,101	40,364	40,623	40,884	41,146	41,407	41,669
24	35,378	37,803	38,675	40,488	40,757	41,026	41,294	41,570	41,844	42,110	42,378	42,651	42,925	43,201	43,473
25	36,851	39,389	40,291	42,176	42,463	42,746	43,024	43,310	43,592	43,873	44,159	44,442	44,729	45,010	45,295
26	38,326	40,959	41,904	43,869	44,157	44,455	44,745	45,042	45,332	45,629	45,919	46,211	46,508	46,808	47,100
27	39,796	42,528	43,510	45,545	45,852	46,157	46,457	46,770	47,076	47,383	47,682	47,986	48,298	48,606	48,915
28	41,278	44,110	45,125	47,239	47,549	47,872	48,183	48,504	48,819	49,131	49,452	49,767	50,085	50,407	50,723
29	42,748	45,683	46,731	48,921	49,249	49,580	49,902	50,233	50,559	50,889	51,222	51,542	51,879	52,204	52,534
30	44,227	47,269	48,355	50,619	50,957	51,301	51,630	51,972	52,317	52,650	52,991	53,329	53,671	54,015	54,352
31	45,695	48,836	49,958	52,293	52,650	52,997	53,347	53,697	54,047	54,399	54,752	55,103	55,460	55,818	56,162
32	47,170	50,411	51,569	53,982	54,348	54,708	55,065	55,431	55,792	56,151	56,513	56,871	57,236	57,607	57,969
33	48,644	51,989	53,186	55,666	56,042	56,418	56,787	57,166	57,539	57,909	58,289	58,658	59,036	59,414	59,790
34	50,115	53,562	54,793	57,354	57,742	58,124	58,507	58,893	59,277	59,662	60,045	60,431	60,819	61,203	61,591
35	51,592	55,137	56,408	59,040	59,446	59,837	60,231	60,631	61,026	61,424	61,817	62,215	62,619	63,014	63,409
36	53,065	56,709	58,019	60,725	61,135	61,545	61,948	62,356	62,766	63,168	63,577	63,987	64,394	64,808	65,213
37	54,539	58,286	59,627	62,414	62,844	63,252	63,673	64,092	64,513	64,934	65,347	65,771	66,195	66,618	67,032
38	56,016	59,862	61,239	64,106	64,538	64,968	65,392	65,827	66,255	66,685	67,114	67,542	67,978	68,412	68,840
39	57,490	61,441	62,856	65,789	66,237	66,678	67,118	67,564	68,005	68,444	68,882	69,327	69,775	70,217	70,660
40	58,961	63,010	64,461	67,475	67,931	68,383	68,829	69,288	69,740	70,189	70,643	71,095	71,551	72,009	72,462
41	61,166	65,373	66,876	70,005	70,480	70,947	71,415	71,884	72,353	72,822	73,296	73,766	74,236	74,710	75,179
42	63,386	67,741	69,298	72,539	73,021	73,518	73,990	74,489	74,971	75,450	75,941	76,422	76,917	77,404	77,896
43	65,590	70,095	71,707	75,065	75,571	76,078	76,572	77,078	77,583	78,082	78,591	79,088	79,599	80,109	80,606
44	67,810	72,467	74,137	77,604	78,123	78,647	79,158	79,685	80,208	80,724	81,245	81,764	82,288	82,820	83,337
45	70,016	74,829	76,551	80,130	80,670	81,207	81,741	82,283	82,820	83,357	83,894	84,435	84,978	85,522	86,051
46	72,229	77,191	78,967	82,659	83,214	83,772	84,315	84,883	85,437	85,985	86,537	87,091	87,652	88,205	88,765
47	74,441	79,547	81,387	85,190	85,764	86,338	86,899	87,476	88,050	88,619	89,193	89,763	90,336	90,915	91,483
48	76,648	81,916	83,796	87,713	88,314	88,896	89,481	90,072	90,666	91,248	91,836	92,428	93,020	93,614	94,199
Part-Time Flexible Employees - Hourly Basic Rates															
Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	29.60	31.63	32.36	33.87	34.10	34.33	34.55	34.78	35.01	35.24	35.46	35.69	35.92	36.15	36.38
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 1.3% general increase effective November 18, 2023 (PP 25-2023).															

TABLE TWO Rural Carrier Evaluated Schedule Full-Time Basic Annual Rates Effective November 18, 2023 (PP 25-2023)	
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RSC R3 (NRLCA)											Most Prev. Step:					1,374
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
12	15,011	15,426	15,837	16,250	16,663	17,074	17,488	17,900	18,313	18,724	19,142	19,550	19,965	20,852	21,739	
13	16,262	16,710	17,156	17,607	18,051	18,500	18,950	19,392	19,843	20,288	20,736	21,182	21,630	22,590	23,551	
14	17,501	17,987	18,467	18,951	19,432	19,914	20,397	20,879	21,362	21,842	22,328	22,809	23,294	24,328	25,366	
15	18,766	19,280	19,796	20,314	20,828	21,345	21,861	22,376	22,889	23,407	23,925	24,439	24,956	26,068	27,180	
16	20,014	20,564	21,113	21,663	22,215	22,767	23,317	23,866	24,415	24,967	25,517	26,067	26,617	27,803	28,987	
17	21,277	21,860	22,446	23,031	23,612	24,196	24,780	25,362	25,948	26,529	27,115	27,698	28,281	29,539	30,799	
18	22,519	23,138	23,756	24,375	24,993	25,614	26,233	26,849	27,471	28,088	28,708	29,329	29,947	31,283	32,616	
19	23,765	24,417	25,074	25,728	26,381	27,034	27,687	28,342	28,995	29,648	30,301	30,957	31,610	33,016	34,423	
20	25,038	25,724	26,411	27,099	27,786	28,470	29,156	29,846	30,533	31,220	31,907	32,593	33,279	34,769	36,257	
21	26,274	26,998	27,716	28,441	29,160	29,883	30,608	31,326	32,050	32,773	33,496	34,215	34,937	36,491	38,044	
22	27,511	28,267	29,025	29,783	30,541	31,299	32,056	32,815	33,572	34,330	35,088	35,844	36,602	38,225	39,850	
23	28,784	29,575	30,362	31,154	31,943	32,733	33,525	34,314	35,103	35,896	36,684	37,474	38,264	39,967	41,669	
24	30,034	30,858	31,684	32,509	33,331	34,153	34,978	35,804	36,631	37,453	38,279	39,103	39,927	41,699	43,473	
25	31,259	32,123	32,983	33,845	34,704	35,566	36,428	37,285	38,150	39,009	39,868	40,730	41,593	43,442	45,295	
26	32,541	33,429	34,324	35,216	36,110	37,006	37,898	38,790	39,685	40,579	41,470	42,365	43,255	45,179	47,100	
27	33,789	34,716	35,644	36,571	37,498	38,424	39,351	40,281	41,206	42,136	43,063	43,991	44,917	46,916	48,915	
28	35,029	35,989	36,955	37,918	38,879	39,843	40,806	41,771	42,734	43,696	44,659	45,623	46,583	48,655	50,723	
29	36,287	37,281	38,281	39,276	40,272	41,269	42,265	43,261	44,259	45,258	46,251	47,248	48,243	50,391	52,534	
30	37,520	38,554	39,585	40,618	41,651	42,683	43,717	44,749	45,784	46,816	47,850	48,881	49,914	52,132	54,352	
31	38,778	39,846	40,910	41,980	43,042	44,108	45,178	46,241	47,311	48,375	49,445	50,509	51,575	53,869	56,162	
32	40,044	41,141	42,240	43,342	44,439	45,540	46,641	47,738	48,841	49,940	51,041	52,137	53,238	55,603	57,969	
33	41,271	42,406	43,541	44,682	45,814	46,950	48,089	49,223	50,359	51,494	52,633	53,770	54,903	57,345	59,790	
34	42,533	43,703	44,871	46,039	47,210	48,378	49,548	50,718	51,886	53,055	54,228	55,395	56,563	59,077	61,591	
35	43,792	44,994	46,197	47,402	48,601	49,808	51,009	52,212	53,415	54,619	55,821	57,025	58,226	60,819	63,409	
36	45,033	46,275	47,510	48,750	49,986	51,225	52,464	53,705	54,940	56,176	57,420	58,653	59,894	62,553	65,213	
37	46,281	47,556	48,828	50,103	51,375	52,646	53,920	55,188	56,466	57,736	59,011	60,283	61,555	64,295	67,032	
38	47,552	48,855	50,160	51,465	52,774	54,081	55,384	56,687	57,997	59,303	60,610	61,916	63,217	66,030	68,840	
39	48,789	50,127	51,470	52,813	54,151	55,492	56,836	58,173	59,518	60,858	62,201	63,545	64,883	67,773	70,660	
40	50,051	51,425	52,800	54,175	55,549	56,923	58,298	59,673	61,049	62,423	63,799	65,173	66,547	69,506	72,462	
41	51,915	53,342	54,768	56,197	57,627	59,050	60,480	61,906	63,336	64,760	66,189	67,617	69,040	72,113	75,179	
42	53,808	55,283	56,761	58,240	59,714	61,193	62,672	64,152	65,627	67,107	68,584	70,061	71,538	74,717	77,896	
43	55,667	57,195	58,725	60,258	61,789	63,316	64,847	66,378	67,913	69,441	70,973	72,502	74,031	77,324	80,606	
44	57,558	59,136	60,718	62,301	63,879	65,463	67,043	68,622	70,208	71,787	73,367	74,950	76,531	79,935	83,337	
45	59,422	61,055	62,691	64,323	65,958	67,592	69,225	70,858	72,496	74,126	75,759	77,393	79,026	82,542	86,051	
46	61,311	62,993	64,679	66,363	68,047	69,731	71,414	73,099	74,782	76,468	78,150	79,835	81,518	85,142	88,765	
47	63,174	64,910	66,648	68,385	70,120	71,857	73,591	75,330	77,069	78,805	80,543	82,278	84,015	87,752	91,483	
48	65,062	66,851	68,637	70,425	72,212	73,997	75,786	77,573	79,362	81,147	82,941	84,723	86,512	90,357	94,199	

Part-Time Flexible Employees - Hourly Basic Rates	
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NOTE: This schedule reflects a 1.3% general increase effective November 18, 2023 (PP 25-2023).

TABLE THREE
**RURAL CARRIER ASSOCIATE/
RURAL CARRIER RELIEF SCHEDULES**
STRAIGHT-TIME HOURLY WAGE RATES
Effective November 18, 2023 (PP25-2023)

RSC B

	Sch 1*	Sch 2**
HOURLY RATE	25.62	29.94
Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 18, 2023 (PP 25-2023)		

* 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 November 18, 2023 (PP25-2023)

RSC B

HOURLY RATE	20.38
Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 18, 2023 (PP 25-2023)	

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

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

