

**TABLE ONE**

**Rural Carrier Evaluated Schedule**

**Full-Time Basic Annual Rates**

**Effective November 19, 2022 (PP 25-2022)**

<b>RSC R (NRLCA)</b>													<b>Most Prev. Step:</b>			<b>450</b>
<b>Hours</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	
12	17,130	18,332	18,757	19,649	19,792	19,919	20,057	20,189	20,327	20,459	20,592	20,728	20,863	20,999	21,131	
13	18,562	19,868	20,326	21,294	21,442	21,586	21,731	21,877	22,019	22,163	22,313	22,459	22,606	22,749	22,891	
14	19,986	21,390	21,889	22,927	23,088	23,242	23,396	23,554	23,716	23,867	24,028	24,185	24,343	24,496	24,656	
15	21,419	22,916	23,457	24,567	24,738	24,905	25,071	25,243	25,407	25,577	25,738	25,909	26,080	26,249	26,419	
16	22,840	24,444	25,016	26,201	26,385	26,566	26,742	26,922	27,100	27,279	27,461	27,642	27,819	27,999	28,176	
17	24,270	25,970	26,579	27,840	28,036	28,227	28,411	28,608	28,795	28,982	29,172	29,361	29,557	29,747	29,937	
18	25,700	27,504	28,143	29,482	29,684	29,886	30,087	30,289	30,491	30,690	30,892	31,098	31,299	31,508	31,703	
19	27,125	29,028	29,707	31,119	31,336	31,546	31,755	31,972	32,182	32,395	32,609	32,822	33,035	33,248	33,459	
20	28,567	30,568	31,282	32,772	32,995	33,223	33,441	33,668	33,893	34,113	34,341	34,565	34,787	35,012	35,243	
21	29,980	32,079	32,831	34,394	34,628	34,864	35,097	35,335	35,569	35,802	36,035	36,267	36,510	36,743	36,980	
22	31,405	33,605	34,399	36,037	36,279	36,526	36,766	37,015	37,261	37,508	37,753	37,993	38,241	38,484	38,736	
23	32,835	35,138	35,959	37,673	37,928	38,182	38,440	38,698	38,955	39,215	39,471	39,728	39,987	40,244	40,503	
24	34,263	36,658	37,519	39,309	39,575	39,841	40,105	40,377	40,648	40,911	41,176	41,445	41,716	41,988	42,257	
25	35,690	38,196	39,087	40,948	41,231	41,511	41,786	42,068	42,347	42,624	42,907	43,186	43,469	43,747	44,028	
26	37,119	39,719	40,652	42,592	42,876	43,171	43,457	43,750	44,037	44,330	44,617	44,905	45,198	45,494	45,783	
27	38,543	41,240	42,210	44,219	44,522	44,824	45,120	45,429	45,731	46,034	46,330	46,630	46,938	47,242	47,547	
28	39,977	42,774	43,776	45,863	46,169	46,489	46,795	47,112	47,424	47,732	48,049	48,360	48,674	48,991	49,304	
29	41,401	44,299	45,334	47,496	47,820	48,147	48,465	48,792	49,114	49,440	49,769	50,085	50,417	50,738	51,064	
30	42,834	45,837	46,910	49,145	49,479	49,819	50,144	50,481	50,822	51,151	51,488	51,822	52,159	52,499	52,832	
31	44,255	47,357	48,465	50,771	51,123	51,466	51,811	52,157	52,503	52,850	53,199	53,546	53,898	54,251	54,591	
32	45,684	48,884	50,028	52,411	52,772	53,128	53,480	53,841	54,198	54,552	54,910	55,264	55,624	55,990	56,348	
33	47,111	50,414	51,596	54,045	54,416	54,788	55,152	55,526	55,895	56,260	56,635	57,000	57,373	57,746	58,117	
34	48,536	51,939	53,155	55,684	56,067	56,444	56,822	57,203	57,583	57,963	58,342	58,722	59,105	59,484	59,868	
35	49,966	53,467	54,722	57,321	57,721	58,108	58,497	58,892	59,282	59,675	60,064	60,456	60,855	61,245	61,635	
36	51,393	54,991	56,285	58,957	59,361	59,767	60,164	60,567	60,973	61,369	61,774	62,178	62,580	62,988	63,389	
37	52,821	56,521	57,845	60,597	61,021	61,425	61,840	62,254	62,670	63,085	63,494	63,912	64,331	64,748	65,157	
38	54,251	58,048	59,408	62,239	62,665	63,090	63,509	63,938	64,361	64,786	65,210	65,632	66,062	66,491	66,914	
39	55,678	59,580	60,977	63,873	64,315	64,751	65,185	65,626	66,062	66,495	66,928	67,367	67,809	68,245	68,683	
<b>40</b>	<b>57,103</b>	<b>61,101</b>	<b>62,534</b>	<b>65,510</b>	<b>65,960</b>	<b>66,407</b>	<b>66,847</b>	<b>67,300</b>	<b>67,747</b>	<b>68,190</b>	<b>68,639</b>	<b>69,085</b>	<b>69,535</b>	<b>69,987</b>	<b>70,435</b>	
41	59,239	63,393	64,877	67,967	68,435	68,897	69,359	69,822	70,286	70,748	71,217	71,681	72,145	72,612	73,076	
42	61,388	65,688	67,226	70,426	70,902	71,393	71,859	72,351	72,828	73,301	73,786	74,261	74,749	75,230	75,716	
43	63,524	67,972	69,564	72,880	73,379	73,880	74,368	74,867	75,367	75,859	76,362	76,853	77,357	77,860	78,352	
44	65,673	70,272	71,921	75,344	75,856	76,375	76,879	77,399	77,916	78,425	78,940	79,453	79,970	80,495	81,006	
45	67,810	72,562	74,263	77,797	78,330	78,861	79,388	79,923	80,454	80,983	81,515	82,048	82,584	83,121	83,644	
46	69,953	74,852	76,606	80,251	80,799	81,351	81,887	82,447	82,995	83,536	84,082	84,628	85,182	85,728	86,281	
47	72,095	77,137	78,954	82,709	83,275	83,843	84,397	84,966	85,534	86,095	86,663	87,225	87,791	88,362	88,924	
48	74,233	79,434	81,291	85,159	85,752	86,327	86,904	87,488	88,075	88,649	89,231	89,815	90,399	90,985	91,564	

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

<b>Grade</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
1	28.67	30.67	31.39	32.89	33.11	33.34	33.56	33.79	34.01	34.23	34.46	34.68	34.91	35.13	35.36

**Step Increase Waiting Periods**

<b>Steps (From-To)</b>	<b>A-B</b>	<b>B-C</b>	<b>C-1</b>	<b>1-2</b>	<b>2-3</b>	<b>3-4</b>	<b>4-5</b>	<b>5-6</b>	<b>6-7</b>	<b>7-8</b>	<b>8-9</b>	<b>9-10</b>	<b>10-11</b>	<b>11-12</b>
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 19, 2022 (PP 25-2022).**

**TABLE TWO**  
**Rural Carrier Evaluated Schedule**  
**Full-Time Basic Annual Rates**  
**Effective November 19, 2022 (PP 25-2022)**

RSC R3 (NRLCA)													Most Prev. Step:		1,336
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
12	14,591	14,994	15,394	15,795	16,196	16,596	16,999	17,399	17,800	18,200	18,606	19,003	19,407	20,269	21,131
13	15,807	16,243	16,676	17,114	17,546	17,983	18,420	18,850	19,287	19,720	20,156	20,589	21,025	21,958	22,891
14	17,011	17,483	17,950	18,420	18,888	19,357	19,827	20,295	20,764	21,231	21,703	22,171	22,642	23,648	24,656
15	18,240	18,740	19,242	19,745	20,245	20,748	21,248	21,750	22,248	22,752	23,255	23,755	24,258	25,339	26,419
16	19,453	19,988	20,522	21,057	21,593	22,130	22,664	23,199	23,732	24,268	24,803	25,337	25,873	27,025	28,176
17	20,682	21,249	21,818	22,387	22,951	23,519	24,086	24,652	25,222	25,787	26,356	26,923	27,490	28,713	29,937
18	21,888	22,490	23,091	23,693	24,293	24,898	25,499	26,098	26,702	27,302	27,905	28,508	29,109	30,408	31,703
19	23,100	23,734	24,372	25,008	25,642	26,278	26,912	27,549	28,184	28,818	29,453	30,090	30,725	32,092	33,459
20	24,337	25,004	25,672	26,340	27,008	27,673	28,340	29,010	29,678	30,345	31,014	31,680	32,347	33,796	35,243
21	25,538	26,242	26,940	27,645	28,345	29,047	29,751	30,450	31,153	31,856	32,559	33,258	33,961	35,470	36,980
22	26,740	27,476	28,212	28,949	29,687	30,423	31,159	31,897	32,633	33,369	34,106	34,841	35,579	37,155	38,736
23	27,978	28,747	29,512	30,282	31,050	31,818	32,587	33,355	34,121	34,891	35,658	36,425	37,194	38,848	40,503
24	29,194	29,995	30,797	31,599	32,399	33,198	34,000	34,802	35,606	36,405	37,208	38,009	38,810	40,532	42,257
25	30,384	31,223	32,059	32,897	33,733	34,570	35,408	36,242	37,083	37,917	38,753	39,590	40,430	42,226	44,028
26	31,629	32,494	33,363	34,231	35,100	35,971	36,837	37,705	38,575	39,443	40,310	41,179	42,046	43,914	45,783
27	32,843	33,744	34,646	35,548	36,449	37,349	38,249	39,154	40,054	40,957	41,858	42,760	43,661	45,603	47,547
28	34,048	34,982	35,920	36,857	37,792	38,728	39,664	40,602	41,538	42,473	43,410	44,346	45,280	47,293	49,304
29	35,272	36,238	37,209	38,177	39,146	40,115	41,082	42,051	43,021	43,991	44,957	45,925	46,894	48,980	51,064
30	36,469	37,474	38,476	39,481	40,485	41,489	42,494	43,498	44,503	45,506	46,511	47,513	48,518	50,673	52,832
31	37,692	38,731	39,765	40,805	41,838	42,875	43,914	44,947	45,986	47,021	48,061	49,095	50,132	52,362	54,591
32	38,923	39,990	41,058	42,129	43,196	44,267	45,336	46,403	47,474	48,542	49,613	50,678	51,749	54,047	56,348
33	40,115	41,219	42,322	43,431	44,532	45,637	46,743	47,846	48,950	50,053	51,160	52,265	53,367	55,741	58,117
34	41,342	42,479	43,615	44,750	45,889	47,025	48,162	49,299	50,434	51,570	52,710	53,845	54,982	57,424	59,868
35	42,566	43,735	44,904	46,075	47,242	48,414	49,581	50,751	51,920	53,090	54,259	55,428	56,598	59,117	61,635
36	43,772	44,980	46,180	47,386	48,588	49,791	50,996	52,202	53,402	54,604	55,813	57,012	58,219	60,803	63,389
37	44,986	46,225	47,461	48,701	49,937	51,173	52,411	53,645	54,886	56,120	57,360	58,595	59,833	62,496	65,157
38	46,220	47,487	48,756	50,025	51,297	52,568	53,834	55,102	56,375	57,643	58,914	60,183	61,450	64,182	66,914
39	47,423	48,725	50,029	51,335	52,636	53,940	55,245	56,546	57,852	59,155	60,461	61,766	63,069	65,877	68,683
<b>40</b>	<b>48,650</b>	<b>49,986</b>	<b>51,322</b>	<b>52,659</b>	<b>53,995</b>	<b>55,331</b>	<b>56,667</b>	<b>58,004</b>	<b>59,341</b>	<b>60,676</b>	<b>62,014</b>	<b>63,349</b>	<b>64,686</b>	<b>67,561</b>	<b>70,435</b>
41	50,462	51,848	53,235	54,624	56,014	57,399	58,788	60,175	61,563	62,947	64,337	65,724	67,110	70,094	73,076
42	52,301	53,736	55,172	56,610	58,044	59,482	60,918	62,357	63,791	65,229	66,665	68,101	69,538	72,626	75,716
43	54,108	55,594	57,081	58,571	60,060	61,546	63,033	64,521	66,012	67,497	68,987	70,473	71,961	75,159	78,352
44	55,946	57,482	59,018	60,558	62,092	63,632	65,167	66,703	68,244	69,778	71,315	72,852	74,390	77,698	81,006
45	57,759	59,346	60,935	62,523	64,112	65,701	67,288	68,876	70,467	72,051	73,640	75,227	76,816	80,231	83,644
46	59,595	61,230	62,868	64,506	66,143	67,780	69,415	71,055	72,691	74,328	75,964	77,601	79,239	82,759	86,281
47	61,405	63,093	64,782	66,471	68,158	69,847	71,532	73,223	74,913	76,599	78,289	79,975	81,665	85,296	88,924
48	63,241	64,980	66,716	68,454	70,191	71,927	73,666	75,403	77,141	78,876	80,620	82,352	84,093	87,829	91,564

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

Grade	24.42	25.09	25.76	26.44	27.11	27.78	28.45	29.12	29.79	30.46	31.13	31.80	32.47	33.92	35.36
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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 1.3% general increase effective November 19, 2022 (PP 25-2022).**

**TABLE THREE**  
**RURAL CARRIER ASSOCIATE/  
RURAL CARRIER RELIEF SCHEDULES**  
**STRAIGHT-TIME HOURLY WAGE RATES**  
Effective November 19, 2022 (PP25-2022)

RSC B

	Sch 1*	Sch 2**
HOURLY RATE	25.07	29.30

**Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 19, 2022 (PP 25-2022)**

\* Applies to rural carrier associates hired from August 24, 1991 through August

\*\* Applies to rural carrier associates and rural carrier relief employees on the

**TABLE FOUR**  
**RURAL CARRIER ASSOCIATE\*\*\*  
ASSISTANT RURAL CARRIER\*\*\*\***  
**STRAIGHT-TIME HOURLY WAGE RATES**  
Effective November 19, 2022 (PP25-2022)

RSC B

HOURLY RATE	19.94
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**Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 19, 2022 (PP 25-2022)**

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

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