

**TABLE ONE**

**Rural Carrier Evaluated Schedule**

**Full-Time Basic Annual Rates**

**Effective February 27, 2021 (PP 06-2021)**

**RSC R (NRLCA)** **Most Prev. Step: 438**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	15,031	16,201	16,616	17,486	17,625	17,748	17,882	18,012	18,146	18,274	18,405	18,537	18,668	18,800	18,930
13	16,285	17,559	18,005	18,949	19,093	19,233	19,374	19,516	19,656	19,796	19,942	20,084	20,227	20,366	20,504
14	17,535	18,903	19,390	20,402	20,559	20,709	20,859	21,013	21,171	21,318	21,475	21,628	21,782	21,931	22,087
15	18,794	20,253	20,780	21,862	22,027	22,192	22,352	22,520	22,680	22,846	23,003	23,170	23,337	23,500	23,666
16	20,040	21,602	22,160	23,315	23,493	23,670	23,842	24,018	24,192	24,365	24,543	24,720	24,891	25,067	25,240
17	21,294	22,952	23,545	24,774	24,964	25,151	25,331	25,522	25,705	25,886	26,072	26,257	26,447	26,633	26,817
18	22,550	24,308	24,931	26,236	26,432	26,630	26,825	27,023	27,219	27,414	27,610	27,812	28,007	28,210	28,401
19	23,799	25,654	26,315	27,691	27,902	28,108	28,311	28,522	28,728	28,935	29,143	29,352	29,559	29,766	29,971
20	25,065	27,016	27,712	29,164	29,381	29,603	29,815	30,036	30,257	30,471	30,693	30,911	31,127	31,346	31,573
21	26,305	28,350	29,084	30,607	30,835	31,065	31,292	31,524	31,752	31,979	32,208	32,432	32,669	32,896	33,127
22	27,554	29,698	30,472	32,068	32,304	32,545	32,779	33,020	33,262	33,501	33,742	33,974	34,216	34,453	34,699
23	28,810	31,053	31,854	33,524	33,773	34,021	34,271	34,523	34,774	35,028	35,278	35,527	35,780	36,029	36,282
24	30,062	32,397	33,236	34,980	35,240	35,500	35,756	36,020	36,285	36,542	36,801	37,062	37,327	37,591	37,854
25	31,314	33,756	34,625	36,438	36,713	36,987	37,256	37,530	37,803	38,072	38,349	38,620	38,895	39,167	39,440
26	32,569	35,103	36,012	37,902	38,178	38,467	38,745	39,030	39,311	39,596	39,877	40,157	40,442	40,730	41,013
27	33,819	36,446	37,392	39,349	39,644	39,940	40,228	40,529	40,823	41,118	41,408	41,700	42,000	42,296	42,593
28	35,075	37,802	38,778	40,811	41,109	41,423	41,719	42,028	42,334	42,634	42,943	43,246	43,552	43,859	44,166
29	36,326	39,150	40,159	42,265	42,581	42,900	43,210	43,529	43,843	44,161	44,482	44,790	45,112	45,425	45,743
30	37,583	40,508	41,555	43,732	44,058	44,390	44,707	45,034	45,367	45,688	46,017	46,343	46,670	47,002	47,327
31	38,828	41,852	42,932	45,180	45,522	45,857	46,192	46,530	46,868	47,205	47,546	47,885	48,227	48,570	48,902
32	40,083	43,201	44,317	46,640	46,991	47,339	47,681	48,032	48,381	48,725	49,075	49,421	49,771	50,127	50,477
33	41,334	44,553	45,705	48,092	48,453	48,817	49,171	49,535	49,896	50,251	50,616	50,973	51,336	51,699	52,060
34	42,586	45,901	47,087	49,552	49,925	50,292	50,660	51,031	51,403	51,773	52,144	52,512	52,885	53,254	53,630
35	43,840	47,253	48,476	51,009	51,397	51,776	52,155	52,540	52,920	53,303	53,684	54,064	54,453	54,833	55,213
36	45,091	48,597	49,859	52,463	52,855	53,253	53,638	54,031	54,429	54,813	55,210	55,602	55,994	56,390	56,783
37	46,345	49,951	51,241	53,923	54,335	54,731	55,134	55,538	55,944	56,347	56,748	57,154	57,563	57,968	58,367
38	47,602	51,301	52,627	55,386	55,800	56,215	56,624	57,041	57,454	57,869	58,283	58,693	59,111	59,530	59,943
39	48,851	52,655	54,016	56,838	57,268	57,694	58,116	58,547	58,973	59,394	59,817	60,244	60,674	61,098	61,526
<b>40</b>	<b>50,102</b>	<b>53,998</b>	<b>55,395</b>	<b>58,295</b>	<b>58,733</b>	<b>59,170</b>	<b>59,598</b>	<b>60,039</b>	<b>60,476</b>	<b>60,907</b>	<b>61,346</b>	<b>61,780</b>	<b>62,218</b>	<b>62,658</b>	<b>63,096</b>
41	51,976	56,024	57,470	60,482	60,936	61,388	61,838	62,289	62,743	63,191	63,650	64,102	64,554	65,007	65,461
42	53,862	58,052	59,552	62,670	63,134	63,613	64,067	64,545	65,012	65,473	65,946	66,409	66,883	67,352	67,826
43	55,736	60,070	61,622	64,854	65,339	65,828	66,304	66,789	67,279	67,757	68,248	68,727	69,217	69,706	70,188
44	57,621	62,104	63,711	67,046	67,544	68,053	68,543	69,049	69,554	70,049	70,552	71,053	71,556	72,067	72,566
45	59,496	64,126	65,785	69,229	69,748	70,267	70,780	71,301	71,820	72,333	72,855	73,372	73,894	74,417	74,928
46	61,378	66,151	67,861	71,412	71,946	72,486	73,008	73,552	74,088	74,615	75,149	75,679	76,219	76,751	77,290
47	63,256	68,170	69,941	73,600	74,150	74,706	75,246	75,799	76,355	76,900	77,456	78,002	78,554	79,109	79,659
48	65,133	70,200	72,011	75,781	76,358	76,919	77,480	78,050	78,623	79,181	79,751	80,319	80,887	81,457	82,024

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

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	25.05	27.00	27.70	29.15	29.37	29.59	29.80	30.02	30.24	30.45	30.67	30.89	31.11	31.33	31.55

**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 \$416 cost of living adjustment effective February 27, 2021 (PP 06-2021).**

**TABLE TWO**

**Rural Carrier Evaluated Schedule**

**Full-Time Basic Annual Rates**

**Effective February 27, 2021 (PP 06-2021)**

<b>RSC R3 (NRLCA)</b>															<b>Most Prev. Step: 1,198</b>	
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
12	13,069	13,430	13,790	14,148	14,507	14,867	15,227	15,585	15,945	16,303	16,667	17,023	17,385	18,157	18,930	
13	14,160	14,551	14,939	15,331	15,718	16,109	16,499	16,886	17,277	17,665	18,056	18,444	18,834	19,669	20,504	
14	15,237	15,658	16,079	16,499	16,919	17,339	17,760	18,180	18,600	19,019	19,441	19,861	20,282	21,185	22,087	
15	16,337	16,787	17,237	17,687	18,135	18,585	19,032	19,484	19,930	20,381	20,831	21,279	21,731	22,698	23,666	
16	17,425	17,904	18,383	18,863	19,342	19,823	20,302	20,782	21,259	21,738	22,218	22,696	23,177	24,208	25,240	
17	18,527	19,036	19,545	20,053	20,561	21,068	21,576	22,083	22,594	23,101	23,610	24,117	24,625	25,722	26,817	
18	19,606	20,145	20,684	21,223	21,762	22,302	22,842	23,378	23,920	24,457	24,998	25,537	26,076	27,240	28,401	
19	20,692	21,261	21,832	22,401	22,970	23,539	24,106	24,677	25,247	25,815	26,384	26,954	27,522	28,747	29,971	
20	21,800	22,399	22,997	23,595	24,192	24,790	25,387	25,986	26,584	27,182	27,782	28,378	28,976	30,274	31,573	
21	22,875	23,506	24,132	24,764	25,390	26,021	26,650	27,278	27,907	28,536	29,166	29,793	30,424	31,774	33,127	
22	23,951	24,611	25,271	25,932	26,591	27,253	27,911	28,573	29,232	29,891	30,551	31,211	31,872	33,282	34,699	
23	25,062	25,751	26,437	27,128	27,813	28,504	29,190	29,880	30,566	31,254	31,942	32,630	33,319	34,798	36,282	
24	26,151	26,870	27,588	28,306	29,023	29,740	30,457	31,175	31,896	32,612	33,331	34,049	34,766	36,308	37,854	
25	27,216	27,967	28,715	29,467	30,216	30,966	31,716	32,464	33,218	33,965	34,715	35,465	36,216	37,826	39,440	
26	28,332	29,109	29,886	30,665	31,442	32,223	32,999	33,776	34,556	35,332	36,110	36,888	37,666	39,336	41,013	
27	29,419	30,227	31,035	31,843	32,650	33,458	34,263	35,074	35,881	36,689	37,496	38,304	39,112	40,851	42,593	
28	30,498	31,337	32,175	33,016	33,853	34,692	35,530	36,370	37,209	38,047	38,887	39,725	40,562	42,363	44,166	
29	31,595	32,462	33,331	34,200	35,066	35,935	36,800	37,670	38,538	39,405	40,272	41,139	42,007	43,874	45,743	
30	32,666	33,565	34,464	35,365	36,264	37,165	38,065	38,965	39,866	40,763	41,663	42,562	43,462	45,392	47,327	
31	33,763	34,694	35,621	36,552	37,478	38,408	39,336	40,263	41,194	42,121	43,052	43,979	44,908	46,905	48,902	
32	34,865	35,822	36,781	37,740	38,695	39,656	40,612	41,568	42,527	43,483	44,443	45,398	46,358	48,414	50,477	
33	35,932	36,922	37,911	38,903	39,890	40,881	41,870	42,860	43,849	44,838	45,828	46,818	47,807	49,933	52,060	
34	37,031	38,050	39,069	40,086	41,105	42,125	43,142	44,161	45,179	46,195	47,216	48,235	49,253	51,439	53,630	
35	38,129	39,178	40,224	41,274	42,319	43,369	44,413	45,462	46,509	47,556	48,604	49,651	50,700	52,955	55,213	
36	39,209	40,291	41,367	42,447	43,523	44,602	45,681	46,761	47,837	48,914	49,996	51,072	52,152	54,466	56,783	
37	40,296	41,408	42,515	43,625	44,731	45,840	46,948	48,055	49,167	50,272	51,383	52,488	53,597	55,983	58,367	
38	41,402	42,538	43,675	44,813	45,950	47,090	48,225	49,361	50,501	51,635	52,775	53,912	55,048	57,493	59,943	
39	42,478	43,647	44,815	45,984	47,150	48,319	49,486	50,654	51,824	52,991	54,161	55,328	56,497	59,012	61,526	
<b>40</b>	<b>43,579</b>	<b>44,777</b>	<b>45,974</b>	<b>47,172</b>	<b>48,368</b>	<b>49,566</b>	<b>50,762</b>	<b>51,960</b>	<b>53,158</b>	<b>54,353</b>	<b>55,552</b>	<b>56,748</b>	<b>57,946</b>	<b>60,520</b>	<b>63,096</b>	
41	45,201	46,444	47,687	48,931	50,174	51,418	52,661	53,904	55,148	56,387	57,633	58,875	60,117	62,788	65,461	
42	46,849	48,135	49,422	50,711	51,996	53,285	54,569	55,859	57,144	58,431	59,718	61,006	62,294	65,057	67,826	
43	48,466	49,800	51,132	52,467	53,799	55,133	56,464	57,797	59,133	60,462	61,798	63,129	64,462	67,324	70,188	
44	50,115	51,492	52,868	54,248	55,622	57,001	58,377	59,753	61,133	62,507	63,885	65,260	66,639	69,601	72,566	
45	51,737	53,161	54,585	56,007	57,430	58,854	60,275	61,697	63,124	64,542	65,968	67,389	68,812	71,869	74,928	
46	53,382	54,849	56,316	57,784	59,249	60,717	62,181	63,651	65,117	66,582	68,049	69,515	70,983	74,134	77,290	
47	55,002	56,517	58,030	59,543	61,054	62,569	64,078	65,592	67,107	68,616	70,130	71,642	73,155	76,406	79,659	
48	56,648	58,207	59,764	61,320	62,875	64,433	65,989	67,545	69,103	70,656	72,219	73,771	75,331	78,676	82,024	
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
Grade	21.79	22.39	22.99	23.59	24.18	24.78	25.38	25.98	26.58	27.18	27.78	28.37	28.97	30.26	31.55	
<b>Step Increase Waiting Periods</b>																
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	52	
<b>NOTE: This schedule reflects a \$416 cost of living adjustment effective February 27, 2021 (PP 06-2021).</b>																

**TABLE THREE**  
**RURAL CARRIER ASSOCIATE,**  
**RURAL CARRIER RELIEF SCHEDULES**  
**STRAIGHT-TIME HOURLY WAGE RATES**  
**Effective November 21, 2020 (PP25-2020)**

RSC B

	Sch 1*	Sch 2**
HOURLY RATE	23.97	28.02

**Note: This schedule reflects a 1.8% general wage increase and a 1% wage adjustment for a total of 2.8%, effective November 21, 2020 (PP 25-2020) for RSC R.**

\* 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 21, 2020 (PP25-2020)**

RSC B

HOURLY RATE	19.06
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**Note: This schedule reflects a 1.8% general increase and a 1% wage adjustment for a total of 2.8%, effective November 21, 2020 (PP 25-2020) for RSC R.**

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

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