

TABLE ONE
Rural Carrier Evaluated Schedule
Full-Time Basic Annual Rates
Effective August 31, 2019 (PP 19-2019)

RSC R (NRLCA)													Most Prev. Step:		425
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	14,389	15,527	15,930	16,776	16,911	17,031	17,161	17,287	17,418	17,542	17,670	17,797	17,925	18,054	18,179
13	15,590	16,828	17,262	18,180	18,320	18,456	18,593	18,731	18,867	19,003	19,145	19,283	19,422	19,557	19,691
14	16,787	18,117	18,591	19,574	19,727	19,873	20,019	20,168	20,322	20,465	20,617	20,766	20,916	21,061	21,212
15	17,992	19,411	19,923	20,975	21,135	21,295	21,451	21,615	21,770	21,931	22,084	22,246	22,409	22,567	22,729
16	19,184	20,703	21,245	22,368	22,542	22,713	22,881	23,052	23,222	23,389	23,563	23,734	23,901	24,071	24,239
17	20,385	21,998	22,574	23,769	23,954	24,136	24,311	24,496	24,674	24,850	25,031	25,210	25,395	25,576	25,755
18	21,588	23,297	23,903	25,171	25,362	25,555	25,745	25,937	26,128	26,316	26,507	26,703	26,893	27,091	27,276
19	22,782	24,586	25,229	26,566	26,772	26,972	27,169	27,374	27,574	27,776	27,978	28,180	28,382	28,583	28,783
20	23,994	25,891	26,567	27,979	28,190	28,406	28,612	28,827	29,042	29,250	29,466	29,677	29,888	30,101	30,321
21	25,183	27,171	27,884	29,365	29,586	29,810	30,031	30,257	30,479	30,698	30,922	31,140	31,371	31,591	31,814
22	26,377	28,462	29,214	30,766	30,995	31,229	31,456	31,691	31,926	32,159	32,393	32,619	32,855	33,084	33,323
23	27,580	29,760	30,539	32,162	32,404	32,645	32,888	33,134	33,378	33,624	33,868	34,110	34,357	34,598	34,843
24	28,779	31,049	31,865	33,560	33,812	34,066	34,314	34,571	34,828	35,078	35,330	35,584	35,842	36,099	36,354
25	29,977	32,351	33,196	34,958	35,226	35,493	35,753	36,020	36,286	36,547	36,817	37,080	37,348	37,611	37,876
26	31,178	33,642	34,525	36,363	36,631	36,912	37,182	37,460	37,733	38,009	38,283	38,555	38,833	39,112	39,387
27	32,375	34,930	35,849	37,751	38,038	38,326	38,606	38,899	39,185	39,471	39,754	40,037	40,330	40,617	40,905
28	33,578	36,229	37,178	39,154	39,444	39,749	40,037	40,338	40,635	40,926	41,227	41,521	41,820	42,117	42,416
29	34,774	37,520	38,500	40,547	40,855	41,165	41,466	41,776	42,082	42,391	42,704	43,003	43,317	43,620	43,928
30	35,979	38,823	39,841	41,957	42,274	42,597	42,905	43,223	43,547	43,858	44,179	44,496	44,814	45,136	45,451
31	37,170	40,110	41,161	43,346	43,679	44,005	44,330	44,659	44,988	45,314	45,647	45,976	46,309	46,642	46,964
32	38,370	41,403	42,487	44,746	45,087	45,425	45,757	46,099	46,438	46,772	47,113	47,449	47,790	48,136	48,475
33	39,570	42,700	43,820	46,140	46,492	46,845	47,189	47,544	47,895	48,239	48,594	48,941	49,295	49,647	49,998
34	40,768	43,991	45,143	47,540	47,902	48,259	48,617	48,977	49,339	49,699	50,060	50,417	50,781	51,139	51,503
35	41,968	45,286	46,475	48,937	49,314	49,683	50,051	50,426	50,796	51,167	51,539	51,907	52,287	52,655	53,024
36	43,167	46,575	47,803	50,334	50,715	51,102	51,476	51,859	52,246	52,618	53,005	53,385	53,768	54,151	54,533
37	44,366	47,872	49,127	51,733	52,134	52,520	52,911	53,304	53,699	54,090	54,480	54,875	55,273	55,666	56,054
38	45,570	49,166	50,454	53,137	53,539	53,943	54,341	54,746	55,148	55,550	55,954	56,352	56,759	57,166	57,566
39	46,766	50,465	51,787	54,530	54,949	55,363	55,773	56,192	56,607	57,016	57,428	57,842	58,261	58,672	59,088
40	47,963	51,751	53,109	55,928	56,354	56,779	57,195	57,624	58,049	58,467	58,895	59,316	59,743	60,170	60,595
41	49,757	53,692	55,098	58,026	58,467	58,907	59,344	59,783	60,225	60,660	61,106	61,545	61,986	62,425	62,866
42	51,563	55,637	57,094	60,126	60,577	61,042	61,484	61,949	62,403	62,850	63,312	63,760	64,223	64,678	65,137
43	53,356	57,570	59,078	62,221	62,692	63,168	63,630	64,102	64,579	65,043	65,521	65,986	66,463	66,938	67,406
44	55,161	59,520	61,083	64,324	64,809	65,304	65,780	66,273	66,764	67,243	67,733	68,220	68,710	69,206	69,691
45	56,956	61,457	63,071	66,418	66,923	67,428	67,926	68,433	68,938	69,436	69,945	70,446	70,955	71,462	71,958
46	58,758	63,399	65,060	68,512	69,031	69,556	70,064	70,593	71,114	71,626	72,146	72,660	73,187	73,703	74,226
47	60,556	65,334	67,055	70,612	71,147	71,688	72,212	72,750	73,291	73,820	74,362	74,891	75,429	75,968	76,502
48	62,352	67,279	69,039	72,704	73,265	73,811	74,356	74,910	75,468	76,009	76,565	77,115	77,669	78,223	78,772

Part-Time Flexible Employees - Hourly Basic Rates

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	23.98	25.88	26.55	27.96	28.18	28.39	28.60	28.81	29.02	29.23	29.45	29.66	29.87	30.09	30.30

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 \$624 cost of living adjustment effective August 31, 2019 (PP 19-2019).

IF YOUR RCA HIRE DATE WAS AFTER NOVEMBER 20TH, 2010 USE TABLE TWO

TABLE TWO
Rural Carrier Evaluated Schedule
Full-Time Basic Annual Rates
Effective August 31, 2019 (PP 19-2019)

RSC R3 (NRLCA)													Most Prev. Step:		1,150
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
12	12,551	12,897	13,243	13,587	13,932	14,278	14,623	14,968	15,314	15,658	16,005	16,349	16,694	17,437	18,179
13	13,599	13,974	14,348	14,722	15,095	15,470	15,844	16,217	16,592	16,966	17,339	17,713	18,087	18,890	19,691
14	14,633	15,036	15,440	15,844	16,248	16,652	17,055	17,459	17,863	18,266	18,670	19,074	19,478	20,345	21,212
15	15,690	16,121	16,554	16,984	17,416	17,848	18,278	18,711	19,141	19,574	20,005	20,436	20,868	21,799	22,729
16	16,734	17,195	17,656	18,115	18,575	19,036	19,497	19,957	20,416	20,877	21,338	21,797	22,258	23,248	24,239
17	17,793	18,281	18,770	19,258	19,746	20,234	20,721	21,209	21,699	22,187	22,674	23,162	23,650	24,703	25,755
18	18,829	19,346	19,865	20,382	20,900	21,418	21,936	22,453	22,972	23,489	24,007	24,525	25,043	26,160	27,276
19	19,873	20,418	20,966	21,512	22,059	22,606	23,151	23,699	24,246	24,793	25,339	25,885	26,431	27,608	28,783
20	20,935	21,510	22,085	22,659	23,232	23,806	24,381	24,956	25,530	26,104	26,679	27,253	27,827	29,074	30,321
21	21,968	22,574	23,177	23,781	24,385	24,989	25,594	26,197	26,801	27,405	28,009	28,614	29,218	30,516	31,814
22	23,002	23,636	24,269	24,903	25,537	26,171	26,804	27,439	28,072	28,706	29,340	29,975	30,608	31,965	33,323
23	24,070	24,731	25,391	26,051	26,712	27,373	28,034	28,695	29,354	30,015	30,676	31,337	31,997	33,420	34,843
24	25,116	25,805	26,494	27,184	27,874	28,562	29,251	29,941	30,632	31,320	32,009	32,700	33,388	34,871	36,354
25	26,137	26,858	27,577	28,298	29,019	29,738	30,459	31,178	31,900	32,619	33,339	34,060	34,779	36,328	37,876
26	27,210	27,957	28,704	29,450	30,197	30,944	31,691	32,438	33,185	33,932	34,679	35,427	36,173	37,779	39,387
27	28,254	29,029	29,805	30,580	31,357	32,132	32,907	33,684	34,459	35,235	36,011	36,787	37,562	39,233	40,905
28	29,290	30,095	30,901	31,706	32,512	33,316	34,122	34,928	35,733	36,539	37,344	38,150	38,955	40,686	42,416
29	30,343	31,176	32,010	32,843	33,677	34,509	35,342	36,176	37,009	37,843	38,675	39,509	40,341	42,136	43,928
30	31,371	32,234	33,098	33,962	34,827	35,691	36,555	37,419	38,284	39,147	40,011	40,876	41,739	43,594	45,451
31	32,426	33,318	34,210	35,102	35,993	36,886	37,777	38,668	39,562	40,453	41,344	42,237	43,128	45,047	46,964
32	33,485	34,404	35,325	36,244	37,163	38,083	39,003	39,922	40,842	41,761	42,681	43,601	44,519	46,497	48,475
33	34,508	35,458	36,409	37,359	38,309	39,260	40,210	41,161	42,111	43,062	44,012	44,962	45,912	47,955	49,998
34	35,563	36,542	37,520	38,497	39,476	40,454	41,431	42,410	43,388	44,365	45,345	46,323	47,300	49,402	51,503
35	36,619	37,626	38,631	39,637	40,643	41,649	42,654	43,660	44,666	45,672	46,678	47,684	48,689	50,857	53,024
36	37,656	38,693	39,728	40,763	41,798	42,834	43,870	44,906	45,941	46,976	48,013	49,048	50,084	52,309	54,533
37	38,701	39,766	40,830	41,894	42,959	44,023	45,087	46,152	47,218	48,281	49,345	50,410	51,473	53,765	56,054
38	39,761	40,854	41,946	43,037	44,130	45,222	46,314	47,406	48,499	49,590	50,683	51,776	52,867	55,216	57,566
39	40,794	41,916	43,039	44,160	45,282	46,404	47,525	48,647	49,770	50,892	52,013	53,136	54,257	56,674	59,088
40	41,853	43,003	44,153	45,302	46,452	47,601	48,751	49,901	51,051	52,200	53,350	54,500	55,649	58,123	60,595
41	43,410	44,604	45,798	46,991	48,186	49,379	50,573	51,767	52,961	54,154	55,349	56,543	57,735	60,301	62,866
42	44,992	46,228	47,465	48,700	49,936	51,172	52,408	53,644	54,879	56,116	57,352	58,588	59,824	62,481	65,137
43	46,546	47,826	49,107	50,386	51,667	52,946	54,226	55,507	56,788	58,067	59,348	60,628	61,907	64,657	67,406
44	48,131	49,452	50,775	52,097	53,419	54,741	56,064	57,386	58,709	60,031	61,352	62,676	63,998	66,844	69,691
45	49,688	51,055	52,421	53,787	55,154	56,520	57,887	59,252	60,620	61,986	63,353	64,719	66,084	69,021	71,958
46	51,267	52,676	54,085	55,492	56,902	58,309	59,718	61,128	62,535	63,944	65,353	66,761	68,169	71,198	74,226
47	52,823	54,277	55,730	57,182	58,634	60,087	61,540	62,994	64,447	65,898	67,351	68,804	70,256	73,380	76,502
48	54,404	55,900	57,396	58,889	60,384	61,879	63,374	64,869	66,365	67,858	69,355	70,849	72,343	75,559	78,772
Part-Time Flexible Employees - Hourly Basic Rates															
Grade	20.93	21.50	22.08	22.65	23.23	23.80	24.38	24.95	25.53	26.10	26.68	27.25	27.82	29.06	30.30
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	52
NOTE: This schedule reflects a \$624 cost of living adjustment effective August 31, 2019 (PP 19-2019).															

TABLE THREE
**RURAL CARRIER ASSOCIATE/
RURAL CARRIER RELIEF SCHEDULES**
STRAIGHT-TIME HOURLY WAGE RATES
Effective November 24, 2018 (PP25-2018)

RSC B

	Sch 1*	Sch 2**
HOURLY RATE	22.87	26.74
4 DECIMAL RATE	22.8702	26.7404
ANNUAL RATE	47,570	55,620

Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 24, 2018 (PP 25-2018)

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

** 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 24, 2018 (PP25-2018)

RSC B & B5

HOURLY RATE	18.19
4 DECIMAL RATE	18.1904
ANNUAL RATE	37,836

Note: This schedule reflects a 1.3% general increase and a 1% Wage Adjustment effective November 24, 2018 (PP 25-2018)

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

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