

**IF YOUR RCA HIRE DATE WAS BETWEEN AUGUST 7TH, 1991 AND NOVEMBER 20TH, 2010 USE TABLE ONE**

**TABLE ONE**

**Rural Carrier Evaluated Schedule**

**Full-Time Basic Annual Rates**

**Effective November 23, 2019 (PP 25-2019)**

RSC R (NRLCA)													Most Prev. Step:		432
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	14,543	15,693	16,100	16,955	17,092	17,213	17,345	17,472	17,604	17,730	17,859	17,988	18,117	18,247	18,374
13	15,756	17,008	17,446	18,374	18,516	18,653	18,792	18,931	19,069	19,206	19,350	19,489	19,630	19,766	19,902
14	16,966	18,311	18,789	19,783	19,938	20,085	20,233	20,384	20,539	20,684	20,838	20,988	21,140	21,286	21,439
15	18,184	19,618	20,136	21,199	21,361	21,523	21,681	21,846	22,003	22,166	22,320	22,484	22,649	22,809	22,972
16	19,389	20,924	21,472	22,607	22,783	22,956	23,126	23,298	23,470	23,639	23,815	23,988	24,157	24,329	24,499
17	20,603	22,233	22,815	24,023	24,210	24,394	24,571	24,758	24,938	25,116	25,299	25,480	25,667	25,850	26,031
18	21,818	23,546	24,158	25,440	25,633	25,828	26,020	26,214	26,407	26,598	26,791	26,989	27,181	27,381	27,568
19	23,025	24,849	25,498	26,850	27,058	27,260	27,460	27,667	27,869	28,073	28,277	28,482	28,686	28,889	29,091
20	24,250	26,168	26,851	28,278	28,492	28,710	28,918	29,135	29,353	29,563	29,781	29,995	30,208	30,423	30,646
21	25,452	27,461	28,182	29,679	29,903	30,129	30,352	30,580	30,805	31,027	31,253	31,473	31,706	31,929	32,155
22	26,659	28,766	29,526	31,095	31,327	31,563	31,793	32,030	32,268	32,503	32,740	32,968	33,206	33,438	33,680
23	27,874	30,078	30,865	32,506	32,751	32,994	33,240	33,488	33,735	33,984	34,230	34,475	34,724	34,968	35,216
24	29,086	31,381	32,205	33,919	34,174	34,430	34,681	34,941	35,201	35,454	35,708	35,965	36,225	36,485	36,743
25	30,297	32,697	33,550	35,332	35,603	35,872	36,136	36,405	36,674	36,938	37,211	37,477	37,747	38,014	38,282
26	31,511	34,001	34,894	36,752	37,023	37,307	37,580	37,860	38,137	38,416	38,693	38,968	39,248	39,531	39,809
27	32,721	35,303	36,232	38,155	38,445	38,736	39,019	39,315	39,604	39,894	40,179	40,466	40,761	41,052	41,343
28	33,936	36,616	37,575	39,573	39,866	40,174	40,465	40,769	41,070	41,364	41,668	41,966	42,267	42,568	42,870
29	35,145	37,921	38,911	40,981	41,292	41,605	41,910	42,223	42,532	42,845	43,161	43,463	43,780	44,087	44,399
30	36,363	39,238	40,266	42,406	42,726	43,052	43,364	43,685	44,013	44,328	44,652	44,972	45,293	45,619	45,938
31	37,567	40,539	41,600	43,809	44,146	44,475	44,804	45,136	45,469	45,799	46,135	46,468	46,804	47,141	47,467
32	38,780	41,845	42,941	45,224	45,569	45,911	46,247	46,592	46,935	47,273	47,617	47,957	48,301	48,651	48,994
33	39,992	43,156	44,288	46,633	46,989	47,346	47,694	48,052	48,407	48,755	49,114	49,465	49,822	50,178	50,533
34	41,203	44,461	45,625	48,048	48,415	48,775	49,137	49,501	49,867	50,231	50,596	50,957	51,324	51,686	52,055
35	42,416	45,770	46,971	49,460	49,842	50,214	50,587	50,965	51,339	51,715	52,090	52,463	52,846	53,219	53,592
36	43,628	47,073	48,313	50,872	51,258	51,648	52,027	52,413	52,805	53,181	53,572	53,957	54,343	54,731	55,117
37	44,840	48,384	49,651	52,286	52,692	53,081	53,477	53,874	54,273	54,669	55,063	55,462	55,864	56,262	56,654
38	46,056	49,691	50,993	53,705	54,112	54,520	54,922	55,331	55,738	56,145	56,553	56,955	57,366	57,778	58,183
39	47,265	51,004	52,340	55,113	55,537	55,955	56,370	56,793	57,212	57,626	58,042	58,461	58,884	59,300	59,721
<b>40</b>	<b>48,475</b>	<b>52,304</b>	<b>53,676</b>	<b>56,526</b>	<b>56,957</b>	<b>57,386</b>	<b>57,807</b>	<b>58,240</b>	<b>58,670</b>	<b>59,093</b>	<b>59,525</b>	<b>59,951</b>	<b>60,382</b>	<b>60,814</b>	<b>61,244</b>
41	50,288	54,266	55,686	58,646	59,093	59,537	59,979	60,422	60,869	61,309	61,760	62,204	62,649	63,093	63,539
42	52,113	56,231	57,704	60,769	61,225	61,695	62,142	62,611	63,071	63,523	63,989	64,443	64,910	65,370	65,835
43	53,926	58,185	59,709	62,886	63,363	63,843	64,311	64,787	65,270	65,739	66,222	66,692	67,174	67,654	68,128
44	55,750	60,156	61,735	65,012	65,502	66,002	66,484	66,981	67,478	67,963	68,458	68,950	69,445	69,947	70,437
45	57,564	62,114	63,744	67,128	67,639	68,149	68,653	69,165	69,675	70,179	70,693	71,200	71,714	72,227	72,729
46	59,385	64,076	65,755	69,245	69,770	70,300	70,814	71,348	71,875	72,393	72,918	73,438	73,970	74,492	75,021
47	61,202	66,032	67,771	71,367	71,908	72,454	72,985	73,528	74,075	74,610	75,157	75,693	76,236	76,781	77,321
48	63,018	67,998	69,776	73,481	74,049	74,600	75,152	75,711	76,275	76,823	77,384	77,941	78,500	79,060	79,616
<b>R4</b>	<b>Part-Time Flexible Employees - Hourly Basic Rates</b>														
Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	24.24	26.15	26.84	28.26	28.48	28.69	28.90	29.12	29.34	29.55	29.76	29.98	30.19	30.41	30.62
<b>Step Increase Waiting Periods</b>															
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	
<b>NOTE: This schedule reflects a 1.1% general increase effective November 23, 2019 (PP 25-2019).</b>															

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

<b>TABLE TWO</b>																
<b>Rural Carrier Evaluated Schedule</b>																
<b>Full-Time Basic Annual Rates</b>																
<b>Effective November 23, 2019 (PP 25-2019)</b>																
<b>RSC R3 (NRLCA)</b>															<b>Most Prev. Step:</b>	<b>1,162</b>
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
12	12,685	13,035	13,385	13,733	14,081	14,431	14,780	15,128	15,478	15,826	16,176	16,524	16,873	17,224	18,374	
13	13,745	14,124	14,502	14,880	15,257	15,636	16,014	16,391	16,770	17,148	17,525	17,902	18,281	19,092	19,902	
14	14,790	15,197	15,606	16,014	16,422	16,831	17,238	17,646	18,054	18,462	18,870	19,278	19,687	20,563	21,439	
15	15,858	16,294	16,731	17,166	17,602	18,039	18,474	18,911	19,346	19,784	20,219	20,655	21,092	22,032	22,972	
16	16,913	17,379	17,845	18,309	18,774	19,240	19,706	20,171	20,635	21,101	21,566	22,030	22,496	23,497	24,499	
17	17,983	18,477	18,971	19,464	19,957	20,451	20,943	21,436	21,931	22,425	22,917	23,410	23,903	24,967	26,031	
18	19,031	19,553	20,078	20,600	21,124	21,648	22,171	22,693	23,218	23,741	24,264	24,787	25,311	26,440	27,568	
19	20,086	20,637	21,191	21,742	22,295	22,848	23,399	23,953	24,506	25,059	25,610	26,162	26,714	27,903	29,091	
20	21,159	21,740	22,322	22,902	23,481	24,061	24,642	25,223	25,804	26,384	26,965	27,545	28,125	29,385	30,646	
21	22,203	22,816	23,425	24,036	24,646	25,257	25,868	26,477	27,088	27,698	28,309	28,920	29,531	30,843	32,155	
22	23,248	23,889	24,529	25,170	25,810	26,452	27,091	27,733	28,373	29,013	29,654	30,296	30,936	32,307	33,680	
23	24,328	24,996	25,663	26,330	26,998	27,666	28,334	29,002	29,669	30,336	31,004	31,672	32,340	33,778	35,216	
24	25,385	26,081	26,778	27,475	28,172	28,868	29,564	30,261	30,960	31,655	32,352	33,050	33,746	35,244	36,743	
25	26,417	27,146	27,873	28,601	29,330	30,057	30,785	31,512	32,242	32,968	33,696	34,424	35,152	36,717	38,282	
26	27,501	28,256	29,011	29,765	30,520	31,276	32,030	32,785	33,541	34,295	35,050	35,806	36,560	38,183	39,809	
27	28,556	29,340	30,124	30,907	31,692	32,476	33,259	34,044	34,828	35,612	36,396	37,181	37,964	39,653	41,343	
28	29,604	30,417	31,232	32,046	32,860	33,673	34,487	35,302	36,116	36,930	37,744	38,558	39,372	41,121	42,870	
29	30,668	31,510	32,353	33,195	34,037	34,879	35,720	36,563	37,406	38,248	39,089	39,932	40,773	42,587	44,399	
30	31,707	32,579	33,453	34,326	35,200	36,074	36,947	37,820	38,694	39,566	40,439	41,313	42,186	44,061	45,938	
31	32,773	33,675	34,577	35,478	36,378	37,281	38,182	39,082	39,986	40,886	41,787	42,689	43,590	45,529	47,467	
32	33,843	34,772	35,703	36,632	37,561	38,491	39,421	40,349	41,280	42,208	43,138	44,067	44,996	46,995	48,994	
33	34,878	35,838	36,799	37,759	38,719	39,681	40,641	41,602	42,562	43,523	44,483	45,443	46,404	48,468	50,533	
34	35,944	36,933	37,922	38,909	39,898	40,888	41,875	42,864	43,853	44,840	45,830	46,819	47,807	49,931	52,055	
35	37,011	38,029	39,045	40,061	41,078	42,095	43,111	44,127	45,145	46,161	47,178	48,194	49,211	51,401	53,592	
36	38,059	39,107	40,154	41,200	42,245	43,293	44,340	45,387	46,433	47,479	48,527	49,573	50,620	52,869	55,117	
37	39,115	40,192	41,268	42,343	43,419	44,495	45,570	46,646	47,724	48,798	49,873	50,949	52,024	54,340	56,654	
38	40,187	41,291	42,395	43,498	44,602	45,707	46,810	47,913	49,019	50,121	51,225	52,330	53,433	55,807	58,183	
39	41,231	42,365	43,500	44,633	45,767	46,901	48,034	49,168	50,303	51,437	52,570	53,704	54,838	57,280	59,721	
<b>40</b>	<b>42,301</b>	<b>43,463</b>	<b>44,626</b>	<b>45,787</b>	<b>46,949</b>	<b>48,111</b>	<b>49,273</b>	<b>50,435</b>	<b>51,598</b>	<b>52,759</b>	<b>53,921</b>	<b>55,083</b>	<b>56,245</b>	<b>58,745</b>	<b>61,244</b>	
41	43,875	45,081	46,289	47,494	48,702	49,908	51,115	52,321	53,529	54,734	55,941	57,148	58,353	60,946	63,539	
42	45,474	46,723	47,973	49,221	50,470	51,720	52,969	54,218	55,467	56,717	57,966	59,215	60,465	63,150	65,835	
43	47,044	48,338	49,633	50,926	52,220	53,513	54,807	56,101	57,397	58,689	59,983	61,277	62,570	65,349	68,128	
44	48,646	49,981	51,319	52,655	53,991	55,328	56,664	58,000	59,338	60,674	62,009	63,346	64,683	67,559	70,437	
45	50,220	51,601	52,983	54,363	55,744	57,126	58,507	59,886	61,270	62,650	64,031	65,411	66,792	69,760	72,729	
46	51,816	53,240	54,664	56,086	57,511	58,934	60,357	61,782	63,205	64,629	66,052	67,475	68,899	71,960	75,021	
47	53,389	54,858	56,327	57,794	59,261	60,731	62,199	63,668	65,138	66,604	68,072	69,540	71,008	74,165	77,321	
48	54,986	56,498	58,011	59,520	61,030	62,542	64,053	65,563	67,076	68,585	70,097	71,607	73,118	76,368	79,616	
<b>R5</b>	<b>Part-Time Flexible Employees - Hourly Basic Rates</b>															
Grade	21.15	21.73	22.31	22.89	23.47	24.06	24.64	25.22	25.80	26.38	26.96	27.54	28.12	29.37	30.62	
<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 1.1% general increase effective November 23, 2019 (PP 25-2019).</b>																

**TABLE THREE**  
**RURAL CARRIER ASSOCIATE**  
**RURAL CARRIER RELIEF SCHEDULES**  
**STRAIGHT-TIME HOURLY WAGE RATES**  
**Effective November 23, 2019 (PP25-2019)**

RSC B

	Sch 1*	Sch 2**
HOURLY RATE	23.34	27.29

**Note: This schedule reflects a 1.1% general increase and a 1% wage adjustment for a total of 2.1%, effective November 23, 2019 (PP 25-2019) 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 23, 2019 (PP25-2019)**

RSC B

HOURLY RATE	18.56
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**Note: This schedule reflects a 1.1% general increase and a 1% wage adjustment for a total of 2.1%, effective November 23, 2019 (PP 25-2019) for RSC R.**

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

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