

IF YOUR RCA HIRE DATE WAS BETWEEN 08/07/1991 AND 11/20/2010 - USE TABLE ONE

TABLE ONE															
Rural Carrier Evaluated Schedule															
Full-Time Basic Annual Rates															
Effective August 26, 2023 (PP 19-2023)															
RSC R (NRLCA)													Most Prev. Step:		450
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	17,492	18,694	19,119	20,011	20,154	20,281	20,419	20,551	20,689	20,821	20,954	21,090	21,225	21,361	21,493
13	18,955	20,261	20,719	21,687	21,835	21,979	22,124	22,270	22,412	22,556	22,706	22,852	22,999	23,142	23,284
14	20,409	21,813	22,312	23,350	23,511	23,665	23,819	23,977	24,139	24,290	24,451	24,608	24,766	24,919	25,079
15	21,872	23,369	23,910	25,020	25,191	25,358	25,524	25,696	25,860	26,030	26,191	26,362	26,533	26,702	26,872
16	23,323	24,927	25,499	26,684	26,868	27,049	27,225	27,405	27,583	27,762	27,944	28,125	28,302	28,482	28,659
17	24,783	26,483	27,092	28,353	28,549	28,740	28,924	29,121	29,308	29,495	29,685	29,874	30,070	30,260	30,450
18	26,244	28,048	28,687	30,026	30,228	30,430	30,631	30,833	31,035	31,234	31,436	31,642	31,843	32,052	32,247
19	27,699	29,602	30,281	31,693	31,910	32,120	32,329	32,546	32,756	32,969	33,183	33,396	33,609	33,822	34,033
20	29,171	31,172	31,886	33,376	33,599	33,827	34,045	34,272	34,497	34,717	34,945	35,169	35,391	35,616	35,847
21	30,613	32,712	33,464	35,027	35,261	35,497	35,730	35,968	36,202	36,435	36,668	36,900	37,143	37,376	37,613
22	32,068	34,268	35,062	36,700	36,942	37,189	37,429	37,678	37,924	38,171	38,416	38,656	38,904	39,147	39,399
23	33,529	35,832	36,653	38,367	38,622	38,876	39,134	39,392	39,649	39,909	40,165	40,422	40,681	40,938	41,197
24	34,987	37,382	38,243	40,033	40,299	40,565	40,829	41,101	41,372	41,635	41,900	42,169	42,440	42,712	42,981
25	36,444	38,950	39,841	41,702	41,985	42,265	42,540	42,822	43,101	43,378	43,661	43,940	44,223	44,501	44,782
26	37,903	40,503	41,436	43,376	43,660	43,955	44,241	44,534	44,821	45,114	45,401	45,689	45,982	46,278	46,567
27	39,357	42,054	43,024	45,033	45,336	45,638	45,934	46,243	46,545	46,848	47,144	47,444	47,752	48,056	48,361
28	40,822	43,619	44,621	46,708	47,014	47,334	47,640	47,957	48,269	48,577	48,894	49,205	49,519	49,836	50,149
29	42,276	45,174	46,209	48,371	48,695	49,022	49,340	49,667	49,989	50,315	50,644	50,960	51,292	51,613	51,939
30	43,739	46,742	47,815	50,050	50,384	50,724	51,049	51,386	51,727	52,056	52,393	52,727	53,064	53,404	53,737
31	45,190	48,292	49,400	51,706	52,058	52,401	52,746	53,092	53,438	53,785	54,134	54,481	54,833	55,186	55,526
32	46,649	49,849	50,993	53,376	53,737	54,093	54,445	54,806	55,163	55,517	55,875	56,229	56,589	56,955	57,313
33	48,107	51,410	52,592	55,041	55,412	55,784	56,148	56,522	56,891	57,256	57,631	57,996	58,369	58,742	59,113
34	49,562	52,965	54,181	56,710	57,093	57,470	57,848	58,229	58,609	58,989	59,368	59,748	60,131	60,510	60,894
35	51,022	54,523	55,778	58,377	58,777	59,164	59,553	59,948	60,338	60,731	61,120	61,512	61,911	62,301	62,691
36	52,479	56,077	57,371	60,043	60,447	60,853	61,250	61,653	62,059	62,455	62,860	63,264	63,666	64,074	64,475
37	53,937	57,637	58,961	61,713	62,137	62,541	62,956	63,370	63,786	64,201	64,610	65,028	65,447	65,864	66,273
38	55,398	59,195	60,555	63,386	63,812	64,237	64,656	65,085	65,508	65,933	66,357	66,779	67,209	67,638	68,061
39	56,855	60,757	62,154	65,050	65,492	65,928	66,362	66,803	67,239	67,672	68,105	68,544	68,986	69,422	69,860
40	58,310	62,308	63,741	66,717	67,167	67,614	68,054	68,507	68,954	69,397	69,846	70,292	70,742	71,194	71,642
41	60,491	64,645	66,129	69,219	69,687	70,149	70,611	71,074	71,538	72,000	72,469	72,933	73,397	73,864	74,328
42	62,686	66,986	68,524	71,724	72,200	72,691	73,157	73,649	74,126	74,599	75,084	75,559	76,047	76,528	77,014
43	64,866	69,314	70,906	74,222	74,721	75,222	75,710	76,209	76,709	77,201	77,704	78,195	78,699	79,202	79,694
44	67,061	71,660	73,309	76,732	77,244	77,763	78,267	78,787	79,304	79,813	80,328	80,841	81,358	81,883	82,394
45	69,243	73,995	75,696	79,230	79,763	80,294	80,821	81,356	81,887	82,416	82,948	83,481	84,017	84,554	85,077
46	71,432	76,331	78,085	81,730	82,278	82,830	83,366	83,926	84,474	85,015	85,561	86,107	86,661	87,207	87,760
47	73,619	78,661	80,478	84,233	84,799	85,367	85,921	86,490	87,058	87,619	88,187	88,749	89,315	89,886	90,448
48	75,802	81,003	82,860	86,728	87,321	87,896	88,473	89,057	89,644	90,218	90,800	91,384	91,968	92,554	93,133
R4 Part-Time Flexible Employees - Hourly Basic Rates															
Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	29.27	31.28	32.00	33.49	33.72	33.94	34.16	34.39	34.62	34.84	35.06	35.29	35.51	35.74	35.96
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 \$999 cost of living adjustment effective August 26, 2023 (PP 19-2023).															

IF YOUR RCA HIRE DATE WAS AFTER 11/20/2010, USE TABLE TWO

TABLE TWO
Rural Carrier Evaluated Schedule
Full-Time Basic Annual Rates
Effective August 26, 2023 (PP 19-2023)

RSC R3 (NRLCA)												Most Prev. Step:		1,359	
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
12	14,841	15,251	15,658	16,066	16,474	16,881	17,290	17,697	18,106	18,512	18,925	19,329	19,739	20,616	21,493
13	16,078	16,521	16,962	17,408	17,847	18,291	18,735	19,173	19,618	20,058	20,501	20,942	21,385	22,334	23,284
14	17,303	17,783	18,258	18,736	19,212	19,689	20,166	20,643	21,120	21,595	22,075	22,551	23,030	24,053	25,079
15	18,553	19,062	19,572	20,084	20,592	21,103	21,613	22,123	22,630	23,142	23,654	24,162	24,674	25,773	26,872
16	19,787	20,331	20,874	21,418	21,963	22,509	23,053	23,596	24,139	24,684	25,228	25,772	26,316	27,488	28,659
17	21,036	21,613	22,192	22,770	23,345	23,922	24,499	25,075	25,654	26,229	26,808	27,384	27,961	29,205	30,450
18	22,264	22,876	23,487	24,099	24,710	25,324	25,936	26,545	27,160	27,770	28,383	28,997	29,608	30,929	32,247
19	23,496	24,141	24,790	25,437	26,082	26,728	27,373	28,021	28,667	29,312	29,958	30,606	31,252	32,642	34,033
20	24,754	25,433	26,112	26,792	27,471	28,148	28,826	29,508	30,187	30,866	31,546	32,224	32,902	34,375	35,847
21	25,976	26,692	27,402	28,119	28,830	29,545	30,261	30,972	31,687	32,402	33,117	33,828	34,542	36,078	37,613
22	27,199	27,947	28,696	29,446	30,195	30,945	31,693	32,444	33,192	33,941	34,691	35,438	36,188	37,792	39,399
23	28,458	29,240	30,018	30,802	31,581	32,363	33,145	33,926	34,706	35,489	36,269	37,050	37,831	39,514	41,197
24	29,694	30,509	31,325	32,141	32,954	33,767	34,582	35,399	36,216	37,029	37,846	38,660	39,475	41,227	42,981
25	30,905	31,759	32,609	33,462	34,311	35,163	36,015	36,863	37,718	38,567	39,417	40,269	41,122	42,950	44,782
26	32,172	33,051	33,935	34,818	35,701	36,587	37,469	38,351	39,236	40,119	41,001	41,885	42,766	44,667	46,567
27	33,406	34,323	35,240	36,157	37,073	37,989	38,905	39,825	40,740	41,659	42,576	43,493	44,409	46,385	48,361
28	34,632	35,582	36,536	37,489	38,439	39,392	40,344	41,298	42,250	43,201	44,154	45,106	46,056	48,104	50,149
29	35,876	36,859	37,847	38,832	39,816	40,802	41,786	42,772	43,758	44,745	45,728	46,713	47,697	49,820	51,939
30	37,095	38,117	39,136	40,158	41,179	42,200	43,222	44,243	45,266	46,286	47,308	48,327	49,349	51,542	53,737
31	38,339	39,395	40,447	41,505	42,555	43,609	44,666	45,718	46,775	47,827	48,885	49,937	50,991	53,259	55,526
32	39,590	40,675	41,762	42,852	43,936	45,025	46,113	47,198	48,288	49,374	50,463	51,547	52,636	54,973	57,313
33	40,803	41,926	43,048	44,176	45,295	46,419	47,544	48,666	49,789	50,911	52,037	53,161	54,282	56,696	59,113
34	42,051	43,208	44,363	45,518	46,675	47,831	48,987	50,144	51,299	52,454	53,614	54,768	55,923	58,408	60,894
35	43,296	44,485	45,674	46,866	48,051	49,244	50,431	51,621	52,810	54,000	55,189	56,379	57,567	60,130	62,691
36	44,523	45,751	46,972	48,198	49,420	50,645	51,870	53,097	54,318	55,540	56,770	57,989	59,216	61,845	64,475
37	45,757	47,018	48,275	49,536	50,793	52,050	53,309	54,564	55,827	57,082	58,343	59,600	60,858	63,567	66,273
38	47,013	48,302	49,592	50,883	52,176	53,469	54,757	56,046	57,341	58,631	59,924	61,215	62,502	65,282	68,061
39	48,236	49,560	50,887	52,215	53,538	54,864	56,192	57,515	58,844	60,169	61,497	62,825	64,149	67,006	69,860
40	49,484	50,843	52,202	53,562	54,920	56,279	57,638	58,998	60,358	61,716	63,077	64,435	65,794	68,719	71,642
41	51,327	52,738	54,148	55,561	56,974	58,382	59,795	61,206	62,619	64,026	65,440	66,851	68,259	71,296	74,328
42	53,198	54,657	56,118	57,581	59,038	60,501	61,962	63,426	64,884	66,347	67,808	69,268	70,729	73,871	77,014
43	55,036	56,548	58,060	59,576	61,089	62,600	64,113	65,627	67,144	68,654	70,170	71,681	73,193	76,448	79,694
44	56,906	58,467	60,030	61,596	63,156	64,722	66,284	67,846	69,413	70,974	72,537	74,101	75,665	79,030	82,394
45	58,749	60,364	61,981	63,595	65,211	66,827	68,441	70,056	71,675	73,286	74,902	76,517	78,132	81,607	85,077
46	60,616	62,280	63,946	65,612	67,276	68,942	70,605	72,272	73,936	75,602	77,266	78,931	80,596	84,178	87,760
47	62,458	64,175	65,893	67,611	69,326	71,044	72,758	74,478	76,197	77,912	79,631	81,346	83,064	86,758	90,448
48	64,325	66,094	67,860	69,628	71,394	73,160	74,928	76,695	78,464	80,228	82,002	83,764	85,533	89,334	93,133

R5 Part-Time Flexible Employees - Hourly Basic Rates															
Grade	24.84	25.52	26.21	26.89	27.57	28.25	28.93	29.62	30.30	30.98	31.67	32.35	33.03	34.50	35.96
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 \$999 cost of living adjustment effective August 26, 2023 (PP 19-2023).

Rural Auxiliary Schedule
Full-Time Annual Basic Rates
Effective August 26, 2023 (PP 19-2023)

RSC B (NRLCA)

RAUX

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	58,310	62,308	63,741	66,717	67,167	67,614	68,054	68,507	68,954	69,397	69,846	70,292	70,742	71,194	71,642

Hourly Rates

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	29.27	31.28	32.00	33.49	33.72	33.94	34.16	34.39	34.62	34.84	35.06	35.29	35.51	35.74	35.96

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 5	96	96	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: This schedule reflects a \$999 cost of living adjustment effective August 26, 2023 (PP 19-2023).