

TABLE ONE															
Rural Carrier Evaluated Schedule															
Full-Time Basic Annual Rates															
Effective November 15, 2025 (PP 25-2025)															
RSC R (NRLCA)													Most Prev. Step:		464
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	18,928	20,179	20,621	21,549	21,697	21,830	21,974	22,111	22,253	22,391	22,529	22,671	22,812	22,953	23,090
13	20,513	21,870	22,347	23,354	23,508	23,658	23,808	23,960	24,107	24,257	24,413	24,565	24,718	24,867	25,015
14	22,087	23,546	24,065	25,146	25,313	25,473	25,633	25,797	25,965	26,123	26,290	26,453	26,617	26,777	26,943
15	23,667	25,225	25,787	26,942	27,121	27,293	27,466	27,645	27,816	27,993	28,160	28,337	28,516	28,692	28,868
16	25,237	26,907	27,501	28,734	28,925	29,114	29,297	29,483	29,667	29,855	30,044	30,232	30,417	30,603	30,788
17	26,820	28,587	29,220	30,533	30,736	30,935	31,126	31,331	31,525	31,721	31,917	32,114	32,318	32,516	32,713
18	28,400	30,276	30,940	32,334	32,544	32,753	32,963	33,172	33,382	33,590	33,799	34,013	34,223	34,440	34,643
19	29,974	31,953	32,660	34,129	34,355	34,573	34,790	35,016	35,234	35,456	35,678	35,899	36,121	36,343	36,563
20	31,568	33,649	34,392	35,941	36,173	36,410	36,638	36,874	37,107	37,336	37,573	37,806	38,038	38,272	38,511
21	33,127	35,311	36,092	37,718	37,961	38,206	38,449	38,696	38,939	39,182	39,424	39,666	39,919	40,161	40,407
22	34,702	36,990	37,816	39,520	39,771	40,028	40,277	40,537	40,792	41,049	41,304	41,554	41,812	42,065	42,326
23	36,281	38,678	39,532	41,314	41,580	41,843	42,112	42,380	42,647	42,917	43,184	43,451	43,721	43,988	44,258
24	37,862	40,352	41,248	43,110	43,387	43,662	43,937	44,221	44,503	44,776	45,051	45,331	45,613	45,897	46,175
25	39,438	42,044	42,971	44,907	45,202	45,492	45,778	46,071	46,360	46,650	46,943	47,234	47,528	47,817	48,110
26	41,015	43,720	44,690	46,708	47,003	47,309	47,607	47,912	48,210	48,515	48,813	49,113	49,419	49,726	50,026
27	42,588	45,395	46,403	48,493	48,808	49,121	49,430	49,751	50,065	50,381	50,688	51,000	51,321	51,637	51,954
28	44,175	47,084	48,126	50,297	50,616	50,947	51,266	51,597	51,920	52,241	52,570	52,893	53,221	53,551	53,875
29	45,749	48,763	49,840	52,089	52,426	52,765	53,097	53,436	53,770	54,110	54,452	54,781	55,127	55,460	55,800
30	47,331	50,455	51,570	53,897	54,243	54,597	54,934	55,285	55,639	55,982	56,332	56,679	57,030	57,384	57,729
31	48,903	52,129	53,281	55,680	56,046	56,403	56,762	57,121	57,480	57,843	58,204	58,565	58,932	59,299	59,653
32	50,481	53,810	54,999	57,478	57,853	58,223	58,589	58,965	59,336	59,705	60,076	60,444	60,820	61,200	61,572
33	52,058	55,494	56,722	59,271	59,657	60,043	60,421	60,810	61,193	61,574	61,963	62,342	62,731	63,119	63,505
34	53,632	57,172	58,437	61,068	61,466	61,858	62,251	62,647	63,041	63,437	63,831	64,227	64,626	65,020	65,418
35	55,213	58,854	60,160	62,863	63,280	63,681	64,086	64,496	64,901	65,311	65,715	66,123	66,538	66,943	67,350
36	56,789	60,532	61,877	64,657	65,077	65,499	65,912	66,332	66,752	67,165	67,586	68,006	68,425	68,850	69,265
37	58,367	62,215	63,593	66,456	66,896	67,316	67,748	68,178	68,610	69,043	69,467	69,902	70,338	70,772	71,198
38	59,946	63,897	65,311	68,256	68,699	69,140	69,576	70,022	70,461	70,904	71,344	71,784	72,232	72,677	73,117
39	61,525	65,583	67,036	70,049	70,509	70,962	71,414	71,871	72,323	72,775	73,225	73,682	74,143	74,596	75,051
40	63,099	67,258	68,748	71,844	72,312	72,776	73,234	73,705	74,169	74,631	75,097	75,561	76,030	76,500	76,965
41	65,459	69,780	71,324	74,538	75,025	75,505	75,985	76,467	76,948	77,430	77,917	78,400	78,883	79,369	79,851
42	67,834	72,308	73,906	77,235	77,731	78,240	78,725	79,237	79,732	80,225	80,729	81,223	81,732	82,232	82,736
43	70,194	74,822	76,477	79,926	80,446	80,966	81,473	81,993	82,510	83,024	83,547	84,058	84,582	85,106	85,617
44	72,570	77,353	79,067	82,629	83,161	83,699	84,224	84,765	85,302	85,833	86,367	86,900	87,439	87,985	88,516
45	74,930	79,873	81,641	85,317	85,872	86,423	86,972	87,528	88,079	88,631	89,182	89,738	90,296	90,854	91,398
46	77,297	82,394	84,218	88,010	88,580	89,152	89,710	90,293	90,862	91,425	91,993	92,561	93,138	93,706	94,280
47	79,665	84,910	86,799	90,706	91,295	91,885	92,460	93,053	93,642	94,227	94,816	95,402	95,990	96,585	97,168
48	82,027	87,438	89,369	93,393	94,009	94,607	95,208	95,815	96,423	97,022	97,626	98,234	98,843	99,452	100,053
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	31.68	33.76	34.51	36.07	36.30	36.53	36.76	37.00	37.23	37.47	37.70	37.93	38.17	38.40	38.64
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 1.4% general increase effective November 15, 2025 (PP 25-2025).															

TABLE TWO Rural Carrier Evaluated Schedule Full-Time Basic Annual Rates Effective November 15, 2025 (PP 25-2025)															
RSC R3 (NRLCA)													Most Prev. Step:		1,460
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
12	15,943	16,386	16,821	17,260	17,699	18,135	18,576	19,012	19,451	19,887	20,331	20,764	21,207	22,147	23,090
13	17,273	17,749	18,222	18,701	19,174	19,649	20,128	20,598	21,076	21,548	22,025	22,499	22,973	23,994	25,015
14	18,588	19,106	19,616	20,129	20,641	21,151	21,665	22,178	22,690	23,198	23,716	24,226	24,742	25,840	26,943
15	19,933	20,479	21,027	21,577	22,123	22,672	23,222	23,769	24,310	24,861	25,412	25,957	26,507	27,689	28,868
16	21,259	21,842	22,425	23,009	23,596	24,183	24,767	25,349	25,932	26,519	27,102	27,687	28,272	29,531	30,788
17	22,599	23,219	23,840	24,462	25,080	25,700	26,320	26,940	27,560	28,176	28,800	29,420	30,039	31,376	32,713
18	23,918	24,576	25,233	25,891	26,547	27,206	27,864	28,519	29,179	29,834	30,492	31,151	31,808	33,228	34,643
19	25,242	25,935	26,633	27,327	28,022	28,714	29,409	30,104	30,796	31,489	32,185	32,881	33,575	35,069	36,563
20	26,594	27,324	28,054	28,783	29,514	30,241	30,968	31,702	32,431	33,160	33,891	34,620	35,348	36,930	38,511
21	27,907	28,676	29,438	30,208	30,972	31,741	32,510	33,274	34,041	34,810	35,577	36,340	37,107	38,758	40,407
22	29,222	30,025	30,830	31,633	32,440	33,245	34,049	34,854	35,657	36,462	37,269	38,071	38,876	40,600	42,326
23	30,572	31,412	32,249	33,089	33,928	34,767	35,609	36,446	37,283	38,127	38,964	39,801	40,641	42,450	44,258
24	31,899	32,776	33,653	34,529	35,403	36,275	37,151	38,030	38,906	39,779	40,659	41,532	42,407	44,291	46,175
25	33,203	34,120	35,033	35,949	36,862	37,777	38,693	39,604	40,521	41,433	42,346	43,261	44,178	46,142	48,110
26	34,564	35,506	36,457	37,404	38,354	39,307	40,254	41,200	42,150	43,101	44,047	44,997	45,942	47,987	50,026
27	35,888	36,873	37,859	38,843	39,828	40,813	41,797	42,785	43,765	44,754	45,739	46,723	47,709	49,832	51,954
28	37,207	38,226	39,252	40,275	41,296	42,320	43,342	44,368	45,388	46,412	47,435	48,458	49,477	51,680	53,875
29	38,541	39,598	40,659	41,714	42,774	43,834	44,892	45,950	47,008	48,070	49,125	50,184	51,241	53,523	55,800
30	39,853	40,950	42,046	43,143	44,242	45,337	46,435	47,530	48,629	49,725	50,825	51,919	53,016	55,373	57,729
31	41,188	42,323	43,453	44,590	45,718	46,851	47,987	49,117	50,250	51,381	52,518	53,648	54,778	57,217	59,653
32	42,532	43,698	44,865	46,035	47,202	48,372	49,540	50,704	51,875	53,041	54,212	55,377	56,546	59,057	61,572
33	43,837	45,041	46,248	47,460	48,663	49,870	51,078	52,283	53,488	54,693	55,904	57,111	58,314	60,909	63,505
34	45,176	46,420	47,660	48,900	50,145	51,384	52,628	53,871	55,109	56,350	57,598	58,836	60,078	62,748	65,418
35	46,513	47,791	49,068	50,348	51,621	52,903	54,181	55,459	56,733	58,012	59,291	60,567	61,844	64,600	67,350
36	47,833	49,152	50,463	51,780	53,094	54,409	55,726	57,043	58,352	59,667	60,989	62,297	63,616	66,440	69,265
37	49,157	50,513	51,863	53,217	54,569	55,918	57,272	58,619	59,975	61,323	62,680	64,027	65,380	68,292	71,198
38	50,507	51,890	53,277	54,663	56,054	57,442	58,826	60,211	61,600	62,987	64,376	65,762	67,146	70,134	73,117
39	51,821	53,244	54,669	56,094	57,517	58,941	60,370	61,789	63,216	64,639	66,067	67,493	68,914	71,986	75,051
40	53,161	54,621	56,081	57,541	59,002	60,461	61,921	63,382	64,841	66,301	67,764	69,222	70,682	73,826	76,965
41	55,142	56,657	58,172	59,691	61,209	62,720	64,240	65,754	67,270	68,783	70,304	71,817	73,330	76,595	79,851
42	57,152	58,718	60,288	61,858	63,426	64,997	66,567	68,140	69,702	71,276	72,845	74,415	75,983	79,360	82,736
43	59,126	60,750	62,375	64,003	65,631	67,253	68,878	70,505	72,132	73,756	75,384	77,007	78,631	82,130	85,617
44	61,135	62,811	64,492	66,172	67,850	69,533	71,210	72,887	74,570	76,248	77,927	79,607	81,286	84,904	88,516
45	63,116	64,850	66,587	68,321	70,059	71,793	73,527	75,262	76,999	78,732	80,467	82,201	83,938	87,672	91,398
46	65,121	66,908	68,698	70,485	72,277	74,064	75,852	77,642	79,427	81,218	83,007	84,794	86,585	90,434	94,280
47	67,101	68,944	70,790	72,635	74,480	76,323	78,165	80,012	81,856	83,700	85,549	87,389	89,236	93,206	97,168
48	69,104	71,007	72,902	74,801	76,701	78,596	80,497	82,394	84,292	86,188	88,095	89,986	91,889	95,972	100,053
R5 Part-Time Flexible Employees - Hourly Basic Rates															
Grade	26.69	27.42	28.15	28.89	29.62	30.35	31.08	31.82	32.55	33.28	34.02	34.75	35.48	37.06	38.64
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	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
NOTE: This schedule reflects a 1.4% general increase effective November 15, 2025 (PP 25-2025).															

TABLE THREE
**RURAL CARRIER ASSOCIATE/
RURAL CARRIER RELIEF SCHEDULES**
STRAIGHT-TIME HOURLY WAGE RATES
Effective November 15, 2025 (PP 25-2025)

RSC B

	Sch 1*	Sch 2**
HOURLY RATE	26.82	31.35
Note: This schedule reflects a 1.4% general wage increase and a 1% wage adjustment effective November 15, 2025 (PP 25-2025)		

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

** Applies to rural carrier associates and rural carrier relief

TABLE FOUR
RURAL CARRIER ASSOCIATE***
ASSISTANT RURAL CARRIER****
STRAIGHT-TIME HOURLY WAGE RATES
Effective November 15, 2025 (PP 25-2025)

RSC B

	Step 1	Step 2
HOURLY RATE	21.89	22.89
Note: This schedule reflects a 1.4% general wage increase and a 1% wage adjustment effective November 15, 2025 (PP 25-2025)		
Note: RCAs and ARCs will advance to Step 2 after 156 weeks.		

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

**** Non-career employees who only work