

**TABLE ONE**  
**Rural Carrier Evaluated Schedule**  
**Full-Time Basic Annual Rates**  
**Effective March 7, 2026 (PP 07-2026)**

RSC R (NRLCA)													Most Prev. Step:		464
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	19,003	20,254	20,696	21,624	21,772	21,905	22,049	22,186	22,328	22,466	22,604	22,746	22,887	23,028	23,165
13	20,594	21,951	22,428	23,435	23,589	23,739	23,889	24,041	24,188	24,338	24,494	24,646	24,799	24,948	25,096
14	22,175	23,634	24,153	25,234	25,401	25,561	25,721	25,885	26,053	26,211	26,378	26,541	26,705	26,865	27,031
15	23,761	25,319	25,881	27,036	27,215	27,387	27,560	27,739	27,910	28,087	28,254	28,431	28,610	28,786	28,962
16	25,337	27,007	27,601	28,834	29,025	29,214	29,397	29,583	29,767	29,955	30,144	30,332	30,517	30,703	30,888
17	26,926	28,693	29,326	30,639	30,842	31,041	31,232	31,437	31,631	31,827	32,023	32,220	32,424	32,622	32,819
18	28,513	30,389	31,053	32,447	32,657	32,866	33,076	33,285	33,495	33,703	33,912	34,126	34,336	34,553	34,756
19	30,093	32,072	32,779	34,248	34,474	34,692	34,909	35,135	35,353	35,575	35,797	36,018	36,240	36,462	36,682
20	31,693	33,774	34,517	36,066	36,298	36,535	36,763	36,999	37,232	37,461	37,698	37,931	38,163	38,397	38,636
21	33,258	35,442	36,223	37,849	38,092	38,337	38,580	38,827	39,070	39,313	39,555	39,797	40,050	40,292	40,538
22	34,840	37,128	37,954	39,658	39,909	40,166	40,415	40,675	40,930	41,187	41,442	41,692	41,950	42,203	42,464
23	36,425	38,822	39,676	41,458	41,724	41,987	42,256	42,524	42,791	43,061	43,328	43,595	43,865	44,132	44,402
24	38,012	40,502	41,398	43,260	43,537	43,812	44,087	44,371	44,653	44,926	45,201	45,481	45,763	46,047	46,325
25	39,594	42,200	43,127	45,063	45,358	45,648	45,934	46,227	46,516	46,806	47,099	47,390	47,684	47,973	48,266
26	41,178	43,883	44,853	46,871	47,166	47,472	47,770	48,075	48,373	48,678	48,976	49,276	49,582	49,889	50,189
27	42,757	45,564	46,572	48,662	48,977	49,290	49,599	49,920	50,234	50,550	50,857	51,169	51,490	51,806	52,123
28	44,350	47,259	48,301	50,472	50,791	51,122	51,441	51,772	52,095	52,416	52,745	53,068	53,396	53,726	54,050
29	45,930	48,944	50,021	52,270	52,607	52,946	53,278	53,617	53,951	54,291	54,633	54,962	55,308	55,641	55,981
30	47,519	50,643	51,758	54,085	54,431	54,785	55,122	55,473	55,827	56,170	56,520	56,867	57,218	57,572	57,917
31	49,097	52,323	53,475	55,874	56,240	56,597	56,956	57,315	57,674	58,037	58,398	58,759	59,126	59,493	59,847
32	50,681	54,010	55,199	57,678	58,053	58,423	58,789	59,165	59,536	59,905	60,276	60,644	61,020	61,400	61,772
33	52,264	55,700	56,928	59,477	59,863	60,249	60,627	61,016	61,399	61,780	62,169	62,548	62,937	63,325	63,711
34	53,845	57,385	58,650	61,281	61,679	62,071	62,464	62,860	63,254	63,650	64,044	64,440	64,839	65,233	65,631
35	55,432	59,073	60,379	63,082	63,499	63,900	64,305	64,715	65,120	65,530	65,934	66,342	66,757	67,162	67,569
36	57,014	60,757	62,102	64,882	65,302	65,724	66,137	66,557	66,977	67,390	67,811	68,231	68,650	69,075	69,490
37	58,598	62,446	63,824	66,687	67,127	67,547	67,979	68,409	68,841	69,274	69,698	70,133	70,569	71,003	71,429
38	60,184	64,135	65,549	68,494	68,937	69,378	69,814	70,260	70,699	71,142	71,582	72,022	72,470	72,915	73,355
39	61,769	65,827	67,280	70,293	70,753	71,206	71,658	72,115	72,567	73,019	73,469	73,926	74,387	74,840	75,295
<b>40</b>	<b>63,349</b>	<b>67,508</b>	<b>68,998</b>	<b>72,094</b>	<b>72,562</b>	<b>73,026</b>	<b>73,484</b>	<b>73,955</b>	<b>74,419</b>	<b>74,881</b>	<b>75,347</b>	<b>75,811</b>	<b>76,280</b>	<b>76,750</b>	<b>77,215</b>
41	65,718	70,039	71,583	74,797	75,284	75,764	76,244	76,726	77,207	77,689	78,176	78,659	79,142	79,628	80,110
42	68,103	72,577	74,175	77,504	78,000	78,509	78,994	79,506	80,001	80,494	80,998	81,492	82,001	82,501	83,005
43	70,472	75,100	76,755	80,204	80,724	81,244	81,751	82,271	82,788	83,302	83,825	84,336	84,860	85,384	85,895
44	72,858	77,641	79,355	82,917	83,449	83,987	84,512	85,053	85,590	86,121	86,655	87,188	87,727	88,273	88,804
45	75,227	80,170	81,938	85,614	86,169	86,720	87,269	87,825	88,376	88,928	89,479	90,035	90,593	91,151	91,695
46	77,603	82,700	84,524	88,316	88,886	89,458	90,016	90,599	91,168	91,731	92,299	92,867	93,444	94,012	94,586
47	79,981	85,226	87,115	91,022	91,611	92,201	92,776	93,369	93,958	94,543	95,132	95,718	96,306	96,901	97,484
48	82,352	87,763	89,694	93,718	94,334	94,932	95,533	96,140	96,748	97,347	97,951	98,559	99,168	99,777	100,378

**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	31.80	33.89	34.64	36.19	36.43	36.66	36.89	37.13	37.36	37.59	37.82	38.06	38.29	38.53	38.76
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 \$250 cost of living adjustment effective March 7, 2026 (PP 07-2026).**

**TABLE TWO**  
**Rural Carrier Evaluated Schedule**  
**Full-Time Basic Annual Rates**  
**Effective March 7, 2026 (PP 07-2026)**

RSC R3 (NRLCA)													Most Prev. Step:		1,465
Hours	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
12	15,995	16,439	16,876	17,316	17,757	18,194	18,636	19,074	19,514	19,952	20,397	20,832	21,276	22,219	23,165
13	17,329	17,807	18,281	18,762	19,236	19,713	20,193	20,665	21,145	21,618	22,097	22,572	23,048	24,072	25,096
14	18,649	19,168	19,680	20,194	20,708	21,220	21,735	22,250	22,764	23,273	23,793	24,305	24,823	25,924	27,031
15	19,998	20,545	21,095	21,647	22,195	22,746	23,297	23,846	24,389	24,942	25,495	26,041	26,593	27,779	28,962
16	21,328	21,913	22,498	23,084	23,673	24,261	24,847	25,431	26,016	26,605	27,190	27,777	28,364	29,627	30,888
17	22,673	23,294	23,917	24,541	25,162	25,783	26,405	27,028	27,650	28,267	28,894	29,516	30,137	31,478	32,819
18	23,996	24,656	25,315	25,975	26,633	27,294	27,954	28,612	29,274	29,931	30,591	31,252	31,912	33,336	34,756
19	25,324	26,019	26,719	27,416	28,113	28,807	29,504	30,202	30,896	31,591	32,290	32,988	33,684	35,183	36,682
20	26,681	27,413	28,145	28,877	29,610	30,339	31,069	31,805	32,537	33,268	34,001	34,733	35,463	37,050	38,636
21	27,998	28,769	29,534	30,306	31,073	31,844	32,616	33,382	34,152	34,923	35,693	36,458	37,228	38,884	40,538
22	29,317	30,122	30,930	31,736	32,546	33,353	34,160	34,967	35,773	36,580	37,390	38,195	39,003	40,732	42,464
23	30,671	31,514	32,354	33,197	34,038	34,880	35,725	36,564	37,404	38,251	39,091	39,930	40,773	42,588	44,402
24	32,003	32,882	33,762	34,641	35,518	36,393	37,272	38,154	39,033	39,908	40,791	41,667	42,545	44,435	46,325
25	33,311	34,231	35,147	36,066	36,982	37,900	38,819	39,733	40,653	41,567	42,484	43,402	44,322	46,292	48,266
26	34,676	35,621	36,575	37,526	38,479	39,434	40,385	41,334	42,287	43,241	44,190	45,143	46,092	48,143	50,189
27	36,005	36,992	37,982	38,969	39,958	40,945	41,933	42,924	43,907	44,899	45,888	46,875	47,864	49,994	52,123
28	37,328	38,350	39,379	40,406	41,430	42,457	43,483	44,512	45,536	46,563	47,589	48,616	49,638	51,848	54,050
29	38,666	39,726	40,791	41,850	42,913	43,976	45,038	46,099	47,161	48,226	49,285	50,347	51,408	53,697	55,981
30	39,983	41,083	42,183	43,283	44,386	45,484	46,586	47,685	48,787	49,886	50,990	52,088	53,189	55,553	57,917
31	41,322	42,460	43,594	44,735	45,867	47,003	48,143	49,277	50,414	51,548	52,689	53,822	54,956	57,403	59,847
32	42,670	43,840	45,011	46,185	47,356	48,529	49,701	50,869	52,044	53,213	54,388	55,557	56,730	59,249	61,772
33	43,980	45,187	46,398	47,614	48,821	50,032	51,244	52,453	53,662	54,870	56,086	57,297	58,504	61,107	63,711
34	45,323	46,570	47,815	49,059	50,308	51,551	52,799	54,046	55,288	56,533	57,785	59,027	60,274	62,952	65,631
35	46,664	47,946	49,227	50,512	51,789	53,075	54,357	55,639	56,918	58,200	59,484	60,764	62,045	64,810	67,569
36	47,989	49,311	50,627	51,948	53,267	54,585	55,907	57,228	58,542	59,861	61,187	62,500	63,823	66,656	69,490
37	49,317	50,677	52,031	53,390	54,747	56,099	57,458	58,810	60,170	61,522	62,884	64,235	65,593	68,514	71,429
38	50,671	52,058	53,450	54,841	56,236	57,628	59,017	60,407	61,800	63,191	64,585	65,976	67,365	70,362	73,355
39	51,990	53,417	54,846	56,276	57,704	59,132	60,566	61,990	63,422	64,849	66,282	67,712	69,138	72,220	75,295
<b>40</b>	<b>53,334</b>	<b>54,798</b>	<b>56,263</b>	<b>57,728</b>	<b>59,194</b>	<b>60,657</b>	<b>62,122</b>	<b>63,588</b>	<b>65,052</b>	<b>66,516</b>	<b>67,984</b>	<b>69,447</b>	<b>70,912</b>	<b>74,066</b>	<b>77,215</b>
41	55,321	56,841	58,361	59,885	61,408	62,923	64,449	65,968	67,489	69,006	70,532	72,050	73,569	76,844	80,110
42	57,338	58,908	60,484	62,059	63,632	65,208	66,783	68,361	69,929	71,507	73,082	74,657	76,230	79,618	83,005
43	59,318	60,947	62,577	64,211	65,845	67,471	69,102	70,734	72,367	73,995	75,629	77,257	78,887	82,397	85,895
44	61,334	63,015	64,701	66,387	68,071	69,758	71,441	73,124	74,813	76,495	78,180	79,866	81,551	85,180	88,804
45	63,321	65,060	66,803	68,543	70,287	72,026	73,766	75,507	77,250	78,987	80,728	82,468	84,211	87,957	91,695
46	65,333	67,125	68,921	70,714	72,512	74,304	76,098	77,894	79,685	81,481	83,277	85,070	86,867	90,728	94,586
47	67,319	69,167	71,020	72,871	74,722	76,570	78,419	80,272	82,122	83,971	85,827	87,673	89,526	93,509	97,484
48	69,329	71,237	73,139	75,044	76,951	78,851	80,758	82,662	84,566	86,468	88,381	90,279	92,188	96,284	100,378
<b>R5</b>	<b>Part-Time Flexible Employees - Hourly Basic Rates</b>														
Grade	26.77	27.51	28.24	28.98	29.72	30.45	31.19	31.92	32.66	33.39	34.13	34.86	35.60	37.18	38.76
<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	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
<b>NOTE: This schedule reflects a \$250 cost of living adjustment effective March 7, 2026 (PP 07-2026).</b>															

**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
<b>Note: This schedule reflects a 1.4% general wage increase and a 1% wage adjustment effective November 15, 2025 (PP 25-2025)</b>		

\* 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 15, 2025 (PP 25-2025)

RSC B

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

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

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

**Rural Auxiliary Schedule**  
**Full-Time Annual Basic Rates**  
**Effective March 7, 2026 (PP 07-2026)**

RSC B (NRLCA)

RAUX

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	63,349	67,508	68,998	72,094	72,562	73,026	73,484	73,955	74,419	74,881	75,347	75,811	76,280	76,750	77,215

**Hourly Rates**

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	31.80	33.89	34.64	36.19	36.43	36.66	36.89	37.13	37.36	37.59	37.82	38.06	38.29	38.53	38.76

**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 \$250 cost of living adjustment effective March 7, 2026 (PP 07-2026).**