

Rural Carrier Evaluated Schedule
Full-Time Annual Basic Rates
Effective March 8, 2003 (PP 07-03)

RSC R (NRLCA) Most Prev. Step: 356

| Hours | A | B | C | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 12 | 9,556 | 10,507 | 10,841 | 11,551 | 11,660 | 11,765 | 11,872 | 11,978 | 12,088 | 12,193 | 12,298 | 12,407 | 12,513 | 12,622 | 12,728 |
| 13 | 10,349 | 11,386 | 11,747 | 12,514 | 12,630 | 12,743 | 12,858 | 12,974 | 13,089 | 13,204 | 13,324 | 13,437 | 13,552 | 13,667 | 13,781 |
| 14 | 11,147 | 12,260 | 12,652 | 13,476 | 13,602 | 13,727 | 13,850 | 13,973 | 14,102 | 14,225 | 14,350 | 14,474 | 14,599 | 14,722 | 14,850 |
| 15 | 11,946 | 13,135 | 13,558 | 14,440 | 14,573 | 14,709 | 14,840 | 14,976 | 15,108 | 15,242 | 15,371 | 15,505 | 15,642 | 15,773 | 15,909 |
| 16 | 12,738 | 14,011 | 14,459 | 15,398 | 15,544 | 15,689 | 15,827 | 15,972 | 16,114 | 16,254 | 16,399 | 16,543 | 16,683 | 16,826 | 16,967 |
| 17 | 13,538 | 14,889 | 15,362 | 16,367 | 16,515 | 16,669 | 16,820 | 16,970 | 17,122 | 17,271 | 17,421 | 17,572 | 17,727 | 17,879 | 18,028 |
| 18 | 14,333 | 15,763 | 16,266 | 17,326 | 17,487 | 17,648 | 17,809 | 17,969 | 18,128 | 18,289 | 18,449 | 18,612 | 18,771 | 18,934 | 19,092 |
| 19 | 15,129 | 16,638 | 17,170 | 18,288 | 18,460 | 18,628 | 18,796 | 18,965 | 19,134 | 19,304 | 19,474 | 19,642 | 19,811 | 19,979 | 20,147 |
| 20 | 15,930 | 17,517 | 18,076 | 19,258 | 19,437 | 19,615 | 19,788 | 19,970 | 20,149 | 20,323 | 20,504 | 20,684 | 20,859 | 21,037 | 21,220 |
| 21 | 16,720 | 18,389 | 18,976 | 20,216 | 20,400 | 20,589 | 20,774 | 20,962 | 21,148 | 21,334 | 21,520 | 21,705 | 21,895 | 22,082 | 22,268 |
| 22 | 17,516 | 19,265 | 19,881 | 21,180 | 21,372 | 21,570 | 21,760 | 21,957 | 22,154 | 22,349 | 22,544 | 22,735 | 22,931 | 23,127 | 23,324 |
| 23 | 18,311 | 20,139 | 20,784 | 22,137 | 22,345 | 22,547 | 22,749 | 22,956 | 23,159 | 23,367 | 23,572 | 23,775 | 23,978 | 24,182 | 24,388 |
| 24 | 19,110 | 21,011 | 21,684 | 23,103 | 23,313 | 23,525 | 23,738 | 23,950 | 24,165 | 24,377 | 24,588 | 24,802 | 25,016 | 25,231 | 25,444 |
| 25 | 19,905 | 21,893 | 22,591 | 24,064 | 24,289 | 24,512 | 24,733 | 24,954 | 25,176 | 25,398 | 25,623 | 25,844 | 26,066 | 26,290 | 26,511 |
| 26 | 20,702 | 22,768 | 23,494 | 25,030 | 25,258 | 25,492 | 25,719 | 25,953 | 26,181 | 26,412 | 26,643 | 26,872 | 27,104 | 27,337 | 27,566 |
| 27 | 21,500 | 23,642 | 24,397 | 25,990 | 26,230 | 26,474 | 26,711 | 26,952 | 27,192 | 27,434 | 27,669 | 27,910 | 28,153 | 28,394 | 28,633 |
| 28 | 22,293 | 24,515 | 25,300 | 26,951 | 27,197 | 27,449 | 27,694 | 27,945 | 28,191 | 28,439 | 28,690 | 28,938 | 29,188 | 29,435 | 29,685 |
| 29 | 23,089 | 25,394 | 26,202 | 27,912 | 28,172 | 28,432 | 28,685 | 28,944 | 29,200 | 29,462 | 29,721 | 29,975 | 30,234 | 30,489 | 30,749 |
| 30 | 23,887 | 26,274 | 27,112 | 28,882 | 29,146 | 29,418 | 29,679 | 29,944 | 30,212 | 30,478 | 30,744 | 31,011 | 31,277 | 31,547 | 31,811 |
| 31 | 24,683 | 27,145 | 28,013 | 29,840 | 30,118 | 30,393 | 30,667 | 30,940 | 31,219 | 31,494 | 31,773 | 32,049 | 32,325 | 32,605 | 32,875 |
| 32 | 25,478 | 28,019 | 28,913 | 30,803 | 31,086 | 31,372 | 31,652 | 31,939 | 32,222 | 32,505 | 32,790 | 33,073 | 33,357 | 33,646 | 33,929 |
| 33 | 26,273 | 28,894 | 29,820 | 31,762 | 32,055 | 32,352 | 32,643 | 32,937 | 33,232 | 33,524 | 33,820 | 34,110 | 34,406 | 34,702 | 34,994 |
| 34 | 27,073 | 29,771 | 30,723 | 32,727 | 33,030 | 33,332 | 33,630 | 33,933 | 34,237 | 34,539 | 34,840 | 35,139 | 35,443 | 35,746 | 36,051 |
| 35 | 27,867 | 30,646 | 31,629 | 33,687 | 34,004 | 34,315 | 34,624 | 34,936 | 35,248 | 35,559 | 35,871 | 36,181 | 36,495 | 36,806 | 37,116 |
| 36 | 28,664 | 31,519 | 32,532 | 34,652 | 34,969 | 35,295 | 35,609 | 35,928 | 36,252 | 36,566 | 36,888 | 37,210 | 37,528 | 37,851 | 38,169 |
| 37 | 29,461 | 32,399 | 33,434 | 35,615 | 35,946 | 36,275 | 36,604 | 36,930 | 37,262 | 37,590 | 37,921 | 38,250 | 38,581 | 38,913 | 39,236 |
| 38 | 30,257 | 33,273 | 34,336 | 36,578 | 36,916 | 37,254 | 37,589 | 37,930 | 38,265 | 38,603 | 38,940 | 39,275 | 39,616 | 39,956 | 40,292 |
| 39 | 31,052 | 34,150 | 35,241 | 37,537 | 37,886 | 38,236 | 38,581 | 38,929 | 39,278 | 39,624 | 39,970 | 40,317 | 40,665 | 41,011 | 41,359 |
| 40 | 31,848 | 35,021 | 36,142 | 38,501 | 38,857 | 39,214 | 39,565 | 39,923 | 40,278 | 40,631 | 40,989 | 41,343 | 41,699 | 42,057 | 42,413 |
| 41 | 32,641 | 35,937 | 37,096 | 39,445 | 40,313 | 40,685 | 41,053 | 41,421 | 41,789 | 42,153 | 42,529 | 42,897 | 43,267 | 43,636 | 44,003 |
| 42 | 33,437 | 36,850 | 38,053 | 41,390 | 41,770 | 42,157 | 42,531 | 42,918 | 43,298 | 43,678 | 44,059 | 44,439 | 44,824 | 45,205 | 45,591 |
| 43 | 34,233 | 37,763 | 39,016 | 42,334 | 42,729 | 43,120 | 43,506 | 43,893 | 44,274 | 44,657 | 45,042 | 45,428 | 45,815 | 46,202 | 46,594 |
| 44 | 35,030 | 38,676 | 40,000 | 43,279 | 43,689 | 44,096 | 44,500 | 44,901 | 45,304 | 45,709 | 46,116 | 46,524 | 46,933 | 47,344 | 47,758 |
| 45 | 35,827 | 39,589 | 41,000 | 44,224 | 44,649 | 45,071 | 45,490 | 45,907 | 46,328 | 46,751 | 47,176 | 47,602 | 48,029 | 48,458 | 48,888 |
| 46 | 36,624 | 40,502 | 42,000 | 45,169 | 45,609 | 46,043 | 46,474 | 46,902 | 47,336 | 47,771 | 48,208 | 48,646 | 49,086 | 49,527 | 49,970 |
| 47 | 37,421 | 41,415 | 43,000 | 46,114 | 46,569 | 47,013 | 47,454 | 47,891 | 48,334 | 48,779 | 49,226 | 49,674 | 50,124 | 50,576 | 51,030 |
| 48 | 38,218 | 42,328 | 44,000 | 47,059 | 47,529 | 47,993 | 48,453 | 48,909 | 49,368 | 49,829 | 50,292 | 50,757 | 51,224 | 51,693 | 52,164 |

Part-Time Flexible Employees - Hourly Basic Rates

| Grade | A | B | C | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 15.92 | 17.51 | 18.07 | 19.25 | 19.43 | 19.61 | 19.78 | 19.96 | 20.14 | 20.32 | 20.49 | 20.67 | 20.85 | 21.03 | 21.21 |

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 the \$250 COLA increase to basic salary effective March 8, 2003.