



## DRUG SCREENING POLICY STATEMENT

The Postal Service recognizes that drug abuse is a national problem and is committed to providing a drug-free workplace. Since we hold a special trust with our customers, the American people, we are obligated to maintain the security of the mail as well as public trust and confidence in the reliability and integrity of our employees. It is the right of the American people to expect the Postal Service workplace to be drug free, and the right of postal employees to work in a drug-free environment.

As an employer, we cannot afford the cost of illegal drug use in our workplace. Drug use contributes to accidents on the job, increased unscheduled absences, employee turnover, poor job performance, theft of mail, and embezzlement of funds to obtain money to purchase drugs. It is a threat to the safety and health of our employees and our customers.

The Postal Service will not tolerate the sale, possession, or use of illegal drugs while on duty or on postal premises. I am asking the Inspection Service to give even more attention to its ongoing investigations of the use and sale of illegal drugs by employees on duty or on postal premises. Criminal prosecution will be recommended where appropriate.

I encourage supervisors and managers at every level to assist our effort to have a drug-free workplace. This includes referring employees to our Employee Assistance Program (EAP) when their behavior and symptoms indicate they may have a drug problem. I strongly urge employees who believe they have such a problem to seek assistance through EAP, which is a free confidential service.

The future of the Postal Service depends on the quality and character of our employees. As part of our effort to ensure a drug-free workplace, we are expanding screening of applicants to include drug testing as part of the overall personal suitability determination. Applicants must be drug free to qualify for postal employment.

It is of critical importance that we eliminate drugs from our workplace. I ask your assistance and involvement to ensure that we achieve this goal.

*Anthony M. Frank*

ANTHONY M. FRANK,  
Postmaster General

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## EXPRESS MAIL INTERNATIONAL SERVICE—INDIA

Effective immediately, Express Mail International Service (EMS) is available to 12 additional cities in India. A complete list of the 29 cities and postal codes in India to which Express Mail is available follows.

City	Postal code	City	Postal code
Agartala.....	799001-799007.	Hyderabad.....	500001-500008, 500012, 500013, 500016-500018, 500020, 500022-500029, 500034, 500036, 500038, 500041, 500044, 500045, 500048, 500049, 500178, 500195, 500253, 500258, 500264-500267, 500361, 500371, 500380, 500457, 500463, 500482, 500484, 500486, 500659, 500873, and 500890.
Ahmedabad.....	380001-380010, 380012-380016, 380018, 380019, 380021-380028, 380050, 382325, 382330, 382340, 382346, 382348, 382350, 382352, 382405, 382414, 382415, 382430, 382440, 382443, 382445, 382449, and 382475.	Indore.....	452001-452009, and 452012.
Allahabad*.....	211001-211018.	Jaipur.....	302001-302006, 302011-302013, and 302015-302017.
Alwaye*.....	683101-683103, 683108.	Jammu*.....	180001-180007.
Bangalore.....	560001-560023, 560025-560034, 560038, 560040-560044, 560046, 560047, 560050-560055, 560057, 560058, 560068-560072, 560075, 560076, 560078-560082, and 560084-560086.	Kanchipuram*.....	631501-631503.
Bombay.....	400001-400022, 400024-400029, 400031-400035, 400037-400039, 400043, 400049-400052, 400054-400072, 400075-400090, 400092-400099, and 400101-400104.	Kanpur.....	280001-208026.
Calcutta.....	700001-700034, 700037-700048, 700053-700055, 700060, 700062, 700063, 700067-700069, 700071-700073, 700075, 700078, 700082, 700085-700089, and 700092.	Lucknow.....	226001-226009, 226011, 226016-226020, 227105, and 227132.
Cochin.....	682001TP-682006, 682009, 682011-682020, 682023-682026, 682029, 682031, 682032, and 682035.	Madras.....	600001-600018, 600020-600026, 600028-600036, 600038-600042, 600049, 600078, 600079, 600081-600087, 600090, 600092-600095, 600097, 600099, 600102, 600104-600108, and 600111-600113.
Delhi/New Delhi.....	110001-110029, 110031-110035, 110037, 110044-110046, 110048, 110049, 110051-110060, 110062-110067, 110083, 110091, 10092, and 110094.	Meerut*.....	250001-250004.
Goa*.....	403001, 403002, 403004, and 403006.	Pondicherry*.....	605001-605004, 605006, 605009, and 605011-605013.
Guwahati.....	781001, 781003-781014, 781016, 781018T, 781018-781022, 781024, 781025, 781029, and 781032.	Pune.....	411001-411014, 411016-411022, 411026-411032, 411035-411040, 411042, 411044, and 411052.
		Ranchi*.....	834001-834012.
		Shimla*.....	171001-171006.
		Silchar.....	788001-788007, and 788009.
		Surat*.....	395001-395010, 394210, 394220, and 394221.
		Tirupur*.....	638601-638604, 638607, 638608, and 638652.
		Vadodara.....	390001-390019.
		Varanasi*.....	221001-221007, and 221010.

\*New cities.

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

### APO/FPO Changes

Please make the following pencil changes to the table entitled Conditions Applied to Mail Addressed to Military Post Offices Overseas in POSTAL BULLETIN 21716, 3-16-89, pages 15-22:

APO/FPO	Actions	Effective date	Mailing restrictions	EMMS network
09183.....	Open.....	7-21-89.....	B-C-D-U.....	No.
09537.....	Open.....	7-16-89.....	B-C-F-U.....	No.
09580.....	Open.....	6-30-89.....	None.....	No.
09598.....	Change ...	Immediately.	N.....	No.

All field division general managers/postmasters must notify acceptance units of these changes.

—Mail Processing, 7-6-89.

### EMS—Saudi Arabia

The postal administration of Saudi Arabia has advised us that many Express Mail International Service (EMS) shipments to Saudi Arabia are being delayed because of insufficient addresses. All EMS to Saudi Arabia should include complete addresses, in addition to post office box numbers and the telephone numbers of the addressee.

—Marketing Dept., 7-6-89.

### EMS—Liechtenstein

Express Mail International Service (EMS) shipments are acceptable to Liechtenstein. The conditions of service for EMS to Liechtenstein are the same as for Switzerland.—Marketing Dept., 7-6-89.



### 15-Cent Woodlands Postal Card

The 15-cent Woodlands regular, single postal card goes on sale August 26 in Cherokee, North Carolina. The design features a lush woodland scene with a lone deer standing alert beside a graceful waterfall. A string of orange maple leaves are prominent, with pine trees lining the distant horizon.

The Woodlands postal card is the sixth in the America the Beautiful Series. Other cards in the series, which pays tribute to America's regional beauty, include the Prairie, Desert, Wetlands, Mountains, and Seashore.

**Do Not Place on Sale Before August 28, 1989**



America the Beautiful USA 15

Copyright U.S. Postal Service 1989

Collector information is on page 17.

*Supply.* Post offices with authorized philatelic centers will receive an automatic distribution. All other post offices should order sufficient quantities of this postal card to meet anticipated local philatelic demand.

*The Government Printing Office will continuously maintain a supply of the Prairie (single, sheet, reply, and banded) in addition to the Desert, Wetlands, Seashore, and Woodlands single postal cards. Those post offices located in a region offering natural scenery similar to that featured on the America the Beautiful Series postal cards must maintain a supply of those particular issues.*

CAG A-G post offices requiring bulk quantities of this card should immediately submit Form 3216, *Requisition for Postal Cards—Bulk Quantities*, to the Government Printing Office using *Item 2269*.

All other post offices requiring this card should immediately order from their stamp distribution office on a separate Form 17-A, *Accountable Items Requisition From Stamp Distribution Office*.

—*Philatelic and Retail Services Dept., 7-6-89.*

### 25-Cent North Carolina Statehood Stamp

The 25-cent North Carolina Statehood commemorative stamp goes on sale August 22 in Fayetteville, North Carolina. North Carolina's state flower, the dogwood, is spotlighted against a rich black background on the latest issue in the Constitution Series.

The Statehood stamp is the second of three new issues to be dedicated in the Tarheel State this year. The other two issues are both America the Beautiful Series postal cards—the Seashore, issued June 17 in Cape Hatteras, and the Woodlands, to be issued August 26 in Cherokee.

**Do Not Place on Sale Before August 23, 1989**



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Issued in panes of 50.

Collector information is on page 15.

*Supply.* All post offices will receive their standard automatic distribution quantities for a 50-subject commemorative stamp. *Because a private contractor printed this issue, the Bureau of Engraving and Printing will not honor supplemental requisitions for Item 4464.*

Regional accountable paper depositories (RAPDs) will receive limited quantities of this stamp for filling supplemental orders. Stamp distribution offices (SDOs) requiring additional stamps should order them from RAPDs using separate Forms 17-A, *Accountable Items Requisition From Stamp Distribution Office*. All other post offices requiring additional stamps should immediately requisition them from their SDOs on separate Forms 17-A.

Before requisitioning additional stock, post offices should consider that they must deplete the stock before October 21, 1989, except at authorized philatelic centers.

—*Philatelic and Retail Services Dept., 7-6-89.*

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**SAFETY IS NO ACCIDENT**

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## EMS—Papua New Guinea

Effective immediately, all items admissible in international mail to Papua New Guinea are accepted in Express Mail International Service (EMS) to Papua New Guinea, including correspondence and business papers, merchandise samples, and merchandise. See the Country Conditions for Mailing for Papua New Guinea in the INTERNATIONAL MAIL MANUAL for specific prohibitions and restrictions.

### Acceptable Items and Customs Declarations

Items	Customs forms/required endorsements
Correspondence, business papers, computer data, and advertising material.	Form 2976, <i>Customs-Douane C1</i> (green label) and endorse item clearly next to mailing label as Business Papers.
Merchandise samples without commercial value.	Form 2976, <i>Customs-Douane C1</i> (green label).
Merchandise and all articles subject to customs duty.	Form 2966-A, <i>Parcel Post Customs Declaration—United States of America</i> .

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

## EMS—Kuwait

Effective immediately, all items admissible in international mail to Kuwait are accepted in Express Mail International Service (EMS) to Kuwait, including correspondence and business papers, merchandise samples, and merchandise. See the Country Conditions for Mailing for Kuwait in the INTERNATIONAL MAIL MANUAL for specific prohibitions and restrictions.

### Acceptable Items and Customs Declarations

Items	Customs forms/required endorsements
Business letters, documents, and commercial papers.	Endorse item clearly next to mailing label as Business Papers.
Merchandise samples without commercial value, microfilm, and microfiche.	Form 2976, <i>Customs-Douane C1</i> (green label).
Merchandise and all articles subject to customs duty.	Form 2966-A, <i>Parcel Post Customs Declaration—United States of America</i> .

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

Handbook F-51 Revision

## International Mailing Systems—CMRS

Post offices with customers using International Mailing Systems remote-setting meters, the Computerized Meter Resetting System (CMRS), may call the following number to request the control total: 1-800-248-8013. A customer assistance operator will answer, request information, and provide the control total.

The next revision of Handbook F-51, *Computerized Meter Resetting System*, will include the following changes in 232:

### 232 Accessing the Manufacturer's Data Site

#### 232.1 Pitney Bowes

232.11 (old 232.1)

232.12 (old 232.2)

#### 232.2 International Mailing Systems

Call 1-800-248-8013 (all states). A customer assistance operator will answer, request information, and provide the control total.

—Dept. of the Controller, 7-6-89.

## Nonbargaining Unit Pay Changes

The new salary schedules appear on pages 42 through 43. These instructions apply to career nonbargaining unit employees in the:

1. Executive and Administrative Step (EAS) Schedule;
2. EAS Non-Step Schedule; and the
3. EAS A-E Postmaster Schedule.

**General Increase.** Effective July 15, 1989 (PP 16-89), career nonbargaining EAS employees receive a general increase in the amount of 2.6 percent of the basic annual salary in effect on July 14, 1989.

**Cost-of-Living Adjustment (COLA) Ceiling.** Effective July 15, 1989 (PP 16-89), the COLA ceiling is adjusted upward by 2.6 percent to match the maximum basic salary of the EAS-26. An EAS employee with a basic salary of \$64,192 or more does not receive COLA. If an employee has a basic salary of less than \$64,192, the base salary, including COLA, cannot exceed \$64,192.

**Employees With a Saved or Protected Rate.** Employees with a saved or protected rate (including those red-circled) will receive the same pay adjustments as other EAS employees.

**Temporary and Casual Employees.** Temporary and casual employees are excluded from receiving this general increase and will continue at their current rates of pay.

The general increase discussed in this article is effective on July 15, 1989 (PP 16-89), and will appear in paychecks distributed on August 4, 1989.

—Employee Relations Dept., 7-6-89.



## \$2.40 MOON LANDING PRIORITY MAIL STAMP

The \$2.40 Moon Landing Priority Mail stamp goes on sale July 20 in Washington, DC. The stamp will be issued in conjunction with the planned activities at the National Air and Space Museum commemorating the 20th anniversary of the moon landing.

The \$2.40 denomination represents the domestic Priority Mail rate for items weighing up to 2 pounds. Priority Mail delivers consistent 2-day service between all major markets and 3-day service everywhere else.

The stamp is being produced in the same format as the \$8.75 Express Mail stamp, a 20-stamp miniature sheet (five rows of four stamps each). A plate number appears in each of the four corners on the selvage.

**Do Not Place on Sale Before July 21, 1989**



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Issued in panes of 20 stamps.  
Collector information is on page 13.

**Supply.** Post offices with authorized philatelic centers will receive an automatic distribution in the following quantities.

Offices receiving four-position stock in these quantities	Will receive the \$2.40 stamp in these quantities
20,000	2,000
40,000	4,000
125,000	10,000
250,000	20,000

All other post offices should order sufficient quantities of this stamp to meet anticipated local philatelic demand.

**Bulk Quantities.** CAG A-G post offices requiring 10,000 or more stamps should immediately submit Form 3356, *Stamp Requisition—Bulk Quantities*, to the Bureau of Engraving and Printing, using *Item 1102*. They must submit requisitions in the following quantities: 10,000; 20,000; 30,000; 40,000; 70,000—to the maximum of 70,000 stamps.

**Less-Than-Bulk-Quantities.** All other post offices requiring fewer than 10,000 stamps should requisition them immediately from their designated stamp distribution office on a separate Form 17-A, *Accountable Items Requisition From Stamp Distribution Office*.—*Philatelic and Retail Services Dept., 7-6-89.*

**Handle indemnity claims and claim status inquiries promptly**

### Radio Public Service Announcements

The Office of Safety and Health, Employee Relations Department, in cooperation with the Communications and Delivery, Distribution, and Transportation Departments, recently issued public service announcements addressing the safety of children around postal delivery vehicles to 7,100 radio stations nationally.

The public service announcements were produced in 60- and 30-second segments for airing on radio stations. The announcements ask parents to remind children to stay away from postal vehicles, as well as other types of delivery vehicles, and to make sure the vehicles have pulled away from the curb before allowing youngsters to get the mail.

With summer here, all postal employees must exercise caution while driving near children or other pedestrians.

—*Employee Relations Dept., 7-6-89.*

### DMM Notice

#### Ancillary Service Endorsements: Payment Obligation

Effective with DOMESTIC MAIL MANUAL (DMM) Issue 32, 9-17-89, section 122.15 is revised to clarify that the Postal Service will use the return address on a mailpiece bearing a mailer's ancillary service endorsement in determining the place where the mailer will accept and pay for mail rendered the ancillary service requested.

This revision neither imposes a new requirement nor alters how mailers and publishers request or pay for ancillary services. Rather, it clarifies that mailers, having declared a request for an ancillary service, must indicate where the Postal Service can deliver mail returned because of that request and obtain payment for that or another service rendered.—*Rates and Classification Dept., 7-6-89.*

**EXPRESS MAIL INTERNATIONAL SERVICE—TURKEY**

Effective immediately, Express Mail International Service (EMS) is available to 17 additional cities in Turkey. A complete list of the 109 cities in Turkey to which Express Mail is available follows:

City	Postal code	City	Postal code
Adana.....	01000	Iskenderun.....	31200
Adapazari.....	54000	Isparta.....	32000
Afyon.....	03000	Istanbul.....	34000
Akcay.....	10390	Izmir.....	35000
Alanya.....	07400	Izmit.....	41000
Aliaga.....	35800	Karabuk.....	67200
Altinoluk Iskelesi.....	10870	Kas.....	07580
Altinova.....	10280	Kastamonu.....	37000
Amasya.....	05000	Kayseri.....	38000
Anamur.....	33630	Kemer.....	07980
Ankara.....	06000	Kirazliyali.....	41750
Antakya.....	31000	Kirikkale*.....	06800
Antalya.....	07000	Kirkalareli*.....	39000
Aydin.....	09000	Kirsehir.....	40000
Ayvalik.....	10400	Konya.....	42000
Bafra*.....	55400	Koycegiz.....	48800
Balikesir.....	10000	Kumluca.....	07350
Bandirma.....	10200	Kusadasi.....	09400
Bergama.....	35700	Kutahya*.....	43000
Bodrum.....	48400	Malatya.....	44000
Bolu.....	14000	Manavgat.....	07600
Burdur.....	15000	Manisa.....	45000
Burhaniye.....	10700	Marmaris.....	48700
Bursa.....	16000	Mersin (Icel).....	33000
Canakkale.....	17000	Milas.....	48200
Cankiri.....	18000	Mugla.....	48000
Cesme.....	35930	Nazilli.....	09800
Cesme Ilica.....	35940	Nevsehir*.....	50000
Ceyhan*.....	01920	Nigde.....	51000
Corum.....	19000	Ordu.....	52000
Darica.....	41700	Osmaniye*.....	01820
Datca.....	48900	Polatli*.....	06900
Denizli.....	20000	Rize.....	53000
Derince.....	41900	Samsun.....	55000
Dikili.....	35980	Sapanca.....	54600
Diliskelesi.....	41810	Selcuk.....	35920
Diyarbakir.....	21000	Side.....	07330
Duzce.....	14310	Silifke.....	33940
Edirne.....	22000	Sinop*.....	57000
Edremit.....	10300	Sivas*.....	58029
Elazig*.....	23029	Soke.....	09200
Elbistan*.....	46300	Tarsus.....	33400
Erdemli.....	33730	Tavsanli.....	41820
Erzurum.....	25000	Tekirdag.....	59000
Erzincan*.....	24209	Tokat.....	60000
Eskisehir.....	26000	Trabzon.....	61000
Fethiye.....	48300	Tutunciftlik.....	41780
Finike.....	07740	Tuzla.....	81700
Foca.....	35680	Usak*.....	64000
Gaziantep.....	27000	Van.....	65000
Gazipasa.....	07900	Yarimca.....	41700
Gebze.....	41400	Yerkoy*.....	66900
Gerede*.....	14900	Yozgat*.....	66000
Giresun.....	28000	Zonguldak.....	67000
Hereke.....	41800		

\*New Cities.

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.



DMM Notice

**Postal Cards and Postcards**

Effective with DOMESTIC MAIL MANUAL (DMM) Issue 32, September 17, 1989, DMM section 322 on postcards will be revised (1) to permit postcards to be formed of two pieces of paper that are permanently and uniformly bonded together and (2) to permit paper labels to be permanently affixed to the back or the left portion of the address side.

Double cards may also bear a small reusable seal or decal intended to be removed and applied to the reply half of the card when the seal or decal bears pressure sensitive and nonremovable adhesive for application to the reply half.

DMM 322 will be revised as follows:

**322 Postal Cards and Postcards**

\* \* \* \* \*

**322.2 Postcards**

\* \* \* \* \*

b. They must be rectangular in shape, and of approximately the same quality and weight as postal cards.

c. A postcard must be made of unfolded and uncreased paper or card stock of approximately the quality and weight of a postal card. It may be formed of one piece of paper or card stock or two pieces of paper that are permanently and uniformly bonded (glued) together. The postcard must be at least 0.007 of an inch thick and not more than 0.0095 of an inch thick, and its thickness must be uniform.

**322.3 Restrictions on the Use of Double and Single Postal Cards and Postcards**

**322.31 General Restrictions**

\* \* \* \* \*

f. Paper labels such as wafer seals and decals affixed by permanent adhesive to the back or the left portion of the address side, and labels affixed by permanent adhesive for the purpose of showing the address and return address, are permitted. A small reusable seal or decal, that is intended to be removed from the first half of a double card and applied to the reply half, must utilize pressure sensitive and nonremovable adhesive for application to the reply half. Cards bearing attachments that (1) are other than paper, or (2) do not totally adhere to the card surface, or (3) encumber postal processing are not mailable at the rates for postal cards or postcards.—*Rates and Classification Dept., 7-6-89.*

DMM Notice

**Metered Reply Express Mail**

Effective with DOMESTIC MAIL MANUAL (DMM) Issue 32, 9-17-89, section 144.112, *Use of Meter Stamps*, is revised to permit metered reply postage on all Express Mail shipments.

—*Rates and Classification Dept., 7-6-89.*

**Pay Changes—Bargaining Units**

The new salary schedules appear on pages 21 through 41, except that the Rural Carrier Mileage Schedules will be distributed through the field divisions.

*Application.* The general increases described below apply to both the Retiree Eligible Schedule (RES) and the regular (or Non-RES) versions of the applicable schedules. These instructions cover employees in one of the following categories:

1. Employees covered by the 1987-1990 US Postal Service-American Postal Workers Union/National Association of Letter Carriers (USPS-APWU/NALC) National Agreement.
2. Employees covered by the 1987-1990 USPS-Mail Handlers' National Agreement.
3. Employees covered by the 1989-1990 USPS-National Rural Letter Carriers' Association (NRLCA) National Agreement.

*General Increase.* Effective July 15, 1989 (PP 16-89), affected schedules increase as follows:

1. The Postal Service (PS) Schedules (RSC P/P1): The basic annual salary for each grade and step increases by \$300.
2. The Mail Handlers' (MH) Schedules (RSC M/M1): The basic annual salary for each grade and step increases by \$300.
3. At 40 hours, the basic annual salary for each step of the rural carrier schedules listed below increases by \$300, with proportional application to the substitute, mileage, and auxiliary schedules:
  - a. Rural Carrier Evaluated Schedules (RSC R/R1).
  - b. Substitute Rural Carrier Schedules (RSC R/R1).
  - c. Rural Carrier Mileage Schedules (RSC R/R1).
  - d. Rural Auxiliary Schedules (RSC B/B1).
  - e. Rural Carrier Relief (RCR) and Rural Carrier Associate (RCA) employees' hourly rate increases to \$10.77.

*Most Prevalent Step.* Please note that the PS and MH schedules now have a column titled Most Prev. Step (Most Prevalent Step). The amount shown in this column is the step increase amount that appears most frequently for the respective grade; i.e., the generic or most prevalent step (MPS) for that grade. If there are cases where two or more step increase amounts appear the same number of times, the MPS amount shown is the highest of the dollar amounts. The MPS amounts must be used for personnel actions requiring a step amount calculation (e.g., promotions, determining whether an equivalent increase has been received, etc.)

*Casual Employees.* Casual employees are not eligible for these increases and will continue at their current rate of pay.

The increases discussed in this Bulletin are effective July 15, 1989 (PP 16-89), and will appear in paychecks distributed on August 4, 1989.

—*Employee Relations Dept., 7-6-89.*

## EXPRESS MAIL INTERNATIONAL SERVICE—IRAQ

Effective June 15, 1989, On Demand and Custom Designed Service is available to Iraq. The basic features of Express Mail International Service (EMS) to Iraq follow.

### Services Available

Custom Designed Service  
On Demand

**Note:** In Iraq, Express Mail Service is called EMS.

### Weight and Size Limits

Maximum weight—44 pounds (20 kilograms),  
Maximum length—36 inches (900 millimeters),  
Maximum combined length and girth—79 inches (2 meters).

### Areas Served

EMS is available to Baghdad, Basrah, and Mosul.

### Delivery

EMS items received by 11 a.m. will be delivered the same day. Items received after 11 a.m. will be delivered within 24 hours of receipt. There are no deliveries on Sundays and public holidays. Delivery of items containing merchandise will be subject to verification and payment of customs duties.

### No Service Guarantee

Postal employees must tell customers that there is no service guarantee on any EMS item.

**Country Code:** IQ

**Numerical Data Entry Code:** 101

**Air Stop Code:** BGW (Baghdad)

**City Code:** BGW (Baghdad)

### Custom Designed Initial Shipment Date

The initial shipment date (Item 3 of Form 5637, *Express Mail Service Leg*) for Custom Designed Service agreements should be 17 days after the date one copy of the agreement is sent to:

Mr. J. Al Badri  
Division of Postal Affairs  
Traffic Section  
State Enterprise of Telecommunications and  
Posts  
Post Office Box 2450  
Baghdad  
IRAQ

### Acceptable Items

All items admissible in international mail to Iraq are accepted in EMS, including correspondence, business papers, merchandise samples, and merchandise. Coins; banknotes; currency notes (paper money); traveler's checks; platinum, gold, and silver (manufactured or not); precious stones; jewelry; and other valuable articles are *prohibited* in EMS shipments to Iraq. See the Country Conditions of Mailing for Iraq in the INTERNATIONAL MAIL MANUAL (IMM) for specific prohibitions and restrictions.

### Acceptable Items and Customs Declarations

Items	Customs forms/required endorsements
Correspondence and business papers.	Form 2976, <i>Customs-Douane C1</i> (green label). Endorse item clearly next to mailing label as Business Papers.
Merchandise samples without commercial value.	Form 2976, <i>Customs-Douane C1</i> (green label).
Merchandise and all articles subject to customs duty.	Form 2966-A, <i>Parcel Post Customs Declaration—United States of America</i> .

### Rates—Rate Group 3

Pounds (up to and including)	On demand	Custom designed
½	\$10.75	\$26.00
1	21.00	29.00
2	26.70	34.70
3	32.40	40.40
4	38.10	46.10
5	43.80	51.80
6	49.50	57.50
7	55.20	63.20
8	60.90	68.90
9	66.60	74.60
10	72.30	80.30
11	78.00	86.00
12	83.70	91.70
13	89.40	97.40
14	95.10	103.10
15	100.80	108.80
16	106.50	114.50
17	112.20	120.20
18	117.90	125.90
19	123.60	131.60
20	129.30	137.30
21	135.00	143.00
22	140.70	148.70
23	146.40	154.40
24	152.10	160.10
25	157.80	165.80
26	163.50	171.50
27	169.20	177.20
28	174.90	182.90
29	180.60	188.60



**EXPRESS MAIL INTERNATIONAL SERVICE—IRAQ—Continued**

Rates—Rate Group 3

Pounds (up to and including)	On demand	Custom designed
30.....	186.30	194.30
31.....	192.00	200.00
32.....	197.70	205.70
33.....	203.40	211.40
34.....	209.10	217.10
35.....	214.80	222.80
36.....	220.50	228.50
37.....	226.20	234.20
38.....	231.90	239.90
39.....	237.60	245.60
40.....	243.30	251.30
41.....	249.00	257.00

Rates—Rate Group 3

Pounds (up to and including)	On demand	Custom designed
42.....	254.70	262.70
43.....	260.40	268.40
44.....	266.10	274.10

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

**EMS—Morocco**

Effective immediately, Express Mail International Service (EMS) is available to three additional cities in Morocco. A complete list of the 11 cities to which EMS is available follows:

Casablanca.....	Mohammadia*.
Fez.....	Oujda.
Kenitra.....	Rabat.
Marrakesh.....	Sale*.
Meknes.....	Tangier.
	Yemara*.

\*New cities

In addition, all items admissible in international mail to Morocco are now accepted in EMS to Morocco, including correspondence and business papers, merchandise samples, and merchandise. See the Country Conditions for Mailing for Morocco in the INTERNATIONAL MAIL MANUAL for specific prohibitions and restrictions.

**Acceptable Items and Customs Declarations**

Items	Customs forms/required endorsements
Correspondence, business papers, and documents.	No form required. Endorse item clearly next to mailing label as Business Papers.
Merchandise samples without commercial value.	Form 2976, <i>Customs-Douane C1</i> (green label).
Merchandise and all articles subject to customs duty.	Form 2966-A, <i>Parcel Post Customs Declaration—United States of America</i> . A commercial invoice should be included with all commercial shipments.

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.



ELM Revision and Distribution

**EMPLOYEE AND LABOR RELATIONS MANUAL**

Issue 12 of the EMPLOYEE AND LABOR RELATIONS MANUAL (ELM) has been distributed. This complete revision includes all changes published in the POSTAL BULLETIN between January 19 and April 28, 1989. Users should note that subchapter 580 has been retitled Federal Employees' Retirement System (FERS) and now contains all policies and procedures pertaining to that program. The material previously contained in 580 is now the newly established subchapter 930, Work Clothes and Uniforms. This issue also includes a new Appendix B, Forms Listing, a list of forms referenced throughout the book.

The ELM will be published twice a year. Users should discard Issue 11 completely.

Some offices are inquiring about distribution of ELM Issue 12. Below is a table showing (a) the field offices that should receive this issue; (b) the specific managers at regions, divisions, and management sectional centers (MSCs) who are to receive it; and (c) the number of manuals intended for distribution to each office.

Field Installation	Number of copies each
Airport Mail Facilities.....	1
Area Maintenance Offices.....	1
Bulk Mail Centers.....	1
Facilities Service Offices.....	1
Inspection Service Divisions.....	1
Mail Transportation Equipment Centers.....	1
Maintenance Capable Offices.....	1
Mechanization Overhaul Centers.....	1
Maintenance Overhaul and Technical Service Center (MOTSC).....	1
Procurement and Materiel Management Service Center.....	1
PDCs, NISSC, and WDSS.....	1
PSDS Offices.....	1
Postal Employment Development Centers.....	5
Procurement Service Offices.....	1
Rates and Classification Centers.....	1
Stamped Envelope Unit.....	1
Transportation Management Service Centers.....	1
Vehicle Maintenance Facilities.....	1
<b>Regions</b>	
RPMG.....	2
Regional Director, Planning.....	1

Field Installation	Number of copies each
<b>Regions—Continued</b>	
Regional Director, Operations Support.....	1
Regional Director, Marketing and Communication.....	1
Chief Field Counsel.....	5
Regional Director, Finance.....	1
Regional Director, Human Resources.....	6
<b>Divisions</b>	
Field Division General Manager/Postmaster.....	25
Field Director, Marketing and Communication.....	1
Field Director, Operations Support.....	1
Director, Field Operations.....	1
Field Director, Human Resources.....	35
Controller, Field Division.....	1
Manager, Support Services.....	1
<b>Management Sectional Centers (MSCs)</b>	
MSC Manager/Postmaster.....	2
MSC Director, Operating Services.....	1
MSC Director, City Operations.....	1
MSC Director, Marketing.....	1
MSC Director, Finance.....	1
MSC Director, Human Resources.....	15
MSC Director, Field Operations.....	1
Manager, System Compliance.....	1

Regions, divisions, MSCs, and other field installations that have not received this issue or need additional copies may order them directly from their materiel distribution center (MDC) on Form 7380, *MDC Supply Requisition*. However, prior to submitting requisitions, check with the installation head or Director/Manager, Human Resources, to determine whether the allotment for your particular office has been received and distributed.

The composition and graphics for ELM Issue 12 were electronically produced using the USPS SPECTRUM data base publishing system. SPECTRUM is a computerized system developed by the Document Control Division to publish and manage Postal Service directives. POSTAL BULLETIN 21713, 2-23-89 (page 3), includes instructions on how to access SPECTRUM.

—Information Resource Management Dept., 7-6-89.

**EMS—Mali**

Effective immediately, Express Mail International Service (EMS) is available to two additional cities in Mali. In addition to District of Bamako, EMS is now also available to Segou and Koulikoro.

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

**Interest Rate—Contract Claims**

The Postal Service periodically publishes in the POSTAL BULLETIN the interest rate payable on a claim decided in a contractor's favor (under the Contract Disputes Act of 1978). This rate also applies for late payments to contractors under the Prompt Payment Act (as amended).

The interest rate effective for the 6-month period beginning July 1, 1989, and ending December 31, 1989, is 9½ percent.

—Procurement and Supply Dept., 7-6-89.



**JULY 1989**

# Have you seen any of these children?

Participate in the NALC/USPS Child Alert Program. Tear out this page and carry it with you. If you have information on any of these missing children, tell your postal supervisor.



**Brendan Michael Broderick**  
 Born: 8-8-87  
 Date Missing: 8-25-87  
 From: Fort Smith, AR



**Andre Terrence Bryant**  
 Born: 2-17-89  
 Date Missing: 3-29-89  
 From: Brooklyn, NY



**Thu Anh Do**  
 Born: 2-1-80  
 Date Missing: 6-17-87  
 From: Santa Ana, CA



**Viet Anh Do**  
 Born: 12-14-82  
 Date Missing: 6-17-87  
 From: Santa Ana, CA



**Charitie Angelique Careins**  
 Born: 11-3-80  
 Date Missing: 8-5-88  
 From: San Diego, CA



**Kimberly Ann McCloskey**  
 Born: 4-11-69  
 Date Missing: 3-27-85  
 From: St. Charles, MO

**Please Call the National Center for Missing and Exploited Children—  
 HOT LINE 1-800-843-5678**

#### Missing Children Poster Display Instructions

Please display this poster prominently on bulletin boards in retail lobbies of main post offices, classified stations and branches. Please remove and discard previous versions. At their option, operators of contract postal units may display this poster.

Companion posters, authorized for display on bulletin boards maintained by employee organizations, appear periodically in *The Postal Record*, a publication for members of the National Association of Letter Carriers.

This poster is published in cooperation with the National Center for Missing and Exploited Children, the United States Department of Justice, and the National Association of Letter Carriers. Information appearing on this poster is selected solely by the National Center for Missing and Exploited Children. For policy and information on Postal Service support in efforts to recover missing children, see POSTAL BULLETIN 21536, page 1, October 17, 1985.

Missing Children Posters are available from the U.S. Postal Service *only* through periodic issues of the POSTAL BULLETIN.





Copyright U.S. Postal Service 1989

Issue Date: July 20, 1989  
 First Day City: Washington, DC  
 Designer: Christopher Calle,  
 Ridgefield, Connecticut  
 Typographer: Bradbury Thompson,  
 Design Coordinator,  
 Citizens' Stamp Advisory Committee  
 Art Director and  
 Postal Service Manager: Jack Williams,  
 Program Manager for Philatelic Design  
 Engravers:  
 Dennis Brown (lettering),  
 Kenneth Kipperman (vignette),  
 Bureau of Engraving and Printing (BEP)  
 Modeler: Ronald C. Sharpe (BEP)  
 Printing Process: Offset/intaglio (D press, BEP)  
 Colors: Blue, grey, yellow, red, and dark blue  
 (offset); black (intaglio)  
 Image Area: 1.26 x 1.82 in/32.0 x 46.2 mm  
 Plate Numbers: Five offset, one intaglio  
 Stamps per Pane: 20  
 Marginal Markings: ©U.S. Postal Service 1989  
 Use Correct ZIP Code®

# \$2.40 Moon Landing Priority Mail Stamp

A new \$2.40 Priority Mail stamp honoring the 20th anniversary of the moon landing will be issued July 20 in Washington, DC. The dedication ceremony will be held in conjunction with the gala anniversary celebrations at the National Air and Space Museum.

Priority Mail delivers consistent 2-day service between all major markets and 3-day service everywhere else. \$2.40 is the rate for items weighing up to 2 pounds. Priority Mail packages weighing up to 70 pounds may be sent at similar low rates.

The stamp, which features two astronauts planting the Stars and Stripes on the lunar surface, enjoys a legacy of its own. The stamp's designer, Christopher Calle, is the son of Paul Calle, the veteran illustrator who produced the first Moon Landing tribute, a 10-cent airmail stamp issued September 9, 1969. It became one of the most popular and recognizable postage stamps ever issued.

Like the memorable work his father created for the 1969 stamp, Christopher Calle's original mixed media design is based on NASA photographs of

astronauts practicing various maneuvers before the actual flight.

Procedures for ordering first day cancellations follow.

*Customers Affixing Stamps.* The Postal Service encourages customers to purchase \$2.40 Moon Landing stamps and affix them to their envelopes. Covers bearing stamps receive preferential service. Customers should address envelopes on the right side at least 5/8 inch from the bottom and affix stamps approximately 1/4 inch from the top and right edges. Requests must be postmarked by August 19 and addressed: Customer Affixed Envelopes, Moon Landing Stamps, Postmaster, Washington, DC 20066-9991. No remittance is required.

*Postal Service Affixing Stamps.* The price is \$2.40 per envelope. The Postal Service accepts checks in the exact amount up to the limit of 50 envelopes. Customers should not send cash or postage stamps. Orders must be postmarked by August 19 and addressed: Moon Landing Stamps, Postmaster, Washington, DC 20066-9992.



A Philatelic Catalog, listing all available stamps and other philatelic items, is available here or from the Philatelic Sales Division, Washington, DC 20265-9997.

USPS Stamp Poster 89-23  
 Remove after August 19

PLEASE POST ON BULLETIN BOARD

Back Date: July 30, 1959  
1. The following information was received from the  
Director, Federal Bureau of Investigation, on  
July 28, 1959, regarding the activities of  
the Communist Party, USA, in the Washington, D.C.  
area, during the period from July 1, 1958, to  
July 27, 1959.  
2. The information was obtained from a report  
submitted by the Washington Field Office, dated  
July 27, 1959, and captioned as above.  
3. The information is being furnished to you  
for your information and use.

# 1240 Moon Landing

The following information was received from the  
Director, Federal Bureau of Investigation, on  
July 28, 1959, regarding the activities of  
the Communist Party, USA, in the Washington, D.C.  
area, during the period from July 1, 1958, to  
July 27, 1959.  
2. The information was obtained from a report  
submitted by the Washington Field Office, dated  
July 27, 1959, and captioned as above.  
3. The information is being furnished to you  
for your information and use.

The following information was received from the  
Director, Federal Bureau of Investigation, on  
July 28, 1959, regarding the activities of  
the Communist Party, USA, in the Washington, D.C.  
area, during the period from July 1, 1958, to  
July 27, 1959.  
2. The information was obtained from a report  
submitted by the Washington Field Office, dated  
July 27, 1959, and captioned as above.  
3. The information is being furnished to you  
for your information and use.

A further copy of this information is being furnished to the  
Director, Federal Bureau of Investigation, Washington, D.C. 20535.

PLEASE POST ON BULLETIN BOARD







Copyright U.S. Postal Service 1989

Issue Date: August 22, 1989  
 First Day City: Fayetteville, North Carolina  
 Designer: Bob Timberlake,  
 Lexington, North Carolina  
 Typographer: Bradbury Thompson,  
 Design Coordinator, Citizens' Stamp Advisory  
 Committee (CSAC)  
 Art Director: Derry Noyes, Design Coordinator  
 (CSAC)  
 Postal Service Manager: Jack Williams,  
 Program Manager for Philatelic Design  
 Modeler: Richard Sennett  
 Printing Process: Gravure (American Bank Note  
 Company)  
 Colors: Red, green, brown, gray, and black  
 Image Area: 0.84 x 1.41 in/21.3 x 35.8 mm  
 Plate Numbers: Five single digits preceded by the  
 letter A  
 Stamps per Pane: 50  
 Marginal Markings: ©U.S. Postal Service 1989  
 Use Correct ZIP Code®

# North Carolina Statehood Commemorative Stamp

A 25-cent Constitution Series commemorative stamp honoring the centennial of North Carolina statehood will be issued August 22 in Fayetteville, North Carolina. Eastern Region Postmaster General Samuel Green, Jr., will dedicate the stamp at a ceremony at the First Presbyterian Church.

Veteran designer Bob Timberlake, a North Carolina native and one of the South's most accomplished and widely recognized painters, created this dynamic design.

Although North Carolina was next to last in voting for union, it was the first colony to call officially for independence from England in 1776. Later, although the last to vote for secession in 1861, this proud state gave the greatest number of troops to the Confederacy and suffered the most casualties of any southern state in the Civil War.

Until well into the 19th century, North Carolina was the most isolated and sparsely settled of the original 13 states. But with progressive governments and a strong commitment to education, the state steadily shed its Rip Van Winkle reputation as agriculture-related industries—tobacco products,

furniture, and cotton textiles—came to prominence. Today, North Carolina is the most industrialized state in the new South.

Procedures for ordering first day cancellations follow.

*Customers Affixing Stamps.* The Postal Service encourages customers to purchase the North Carolina Statehood stamps and affix them to their envelopes. Covers bearing stamps receive preferential service. Customers must address envelopes on the right side at least 3/8 inch from the bottom and affix stamps approximately 1/4 inch from the top and right edges. Requests must be postmarked by September 21 and addressed: Customer Affixed Envelopes, North Carolina Statehood Stamps, Postmaster, Fayetteville, NC 28302-9991. No remittance is required.

*Postal Service Affixing Stamps.* The price is 25 cents per stamp. The Postal Service accepts checks in the exact amount up to the limit of 50 envelopes. Customers should not send cash or postage stamps. Orders must be postmarked by September 21 and addressed: North Carolina Statehood Stamps, Postmaster, Fayetteville, NC 28302-9992.



After offices deplete local stocks of the item, it is available from all philatelic centers and by mail order from the Philatelic Sales Division for approximately 1 year. A *Philatelic Catalog*, listing all available stamps and other philatelic items, is available here or from the Philatelic Sales Division, Washington, DC 20265-9997.

USPS Stamp Poster 89-24  
 Remove after September 21







America the Beautiful USA 15

Copyright U.S. Postal Service 1989

Issue Date: August 26, 1989

First Day City: Cherokee, North Carolina

Designer: Bart Forbes, Dallas, Texas

Typographer: Bradbury Thompson, Design Coordinator, Citizens' Stamp Advisory Committee (CSAC)

Art Director: Derry Noyes, Design Coordinator (CSAC)

Postal Service Manager: Joe Brockert, Program Manager for Philatelic Design

Printing Process: Offset lithography, Government Printing Office

Colors: Yellow, magenta, cyan, and black

Size: 3.5 x 5.5 in/88.9 x 139.7 mm

Copyright: ©USPS 1989

## Woodlands Postal Card

A beautiful new 15-cent postal card depicting a peaceful woodland scene with a lone deer beside a graceful waterfall will be issued August 26 in Cherokee, North Carolina. The dedication ceremony will be held at the Unto These Hills Mountainside Theater in the breathtaking foothills of the Great Smoky Mountains.

The Woodlands is the sixth subject in the America the Beautiful Series of U.S. postal cards. Like earlier editions—the Prairie, Desert, Wetlands, Mountains, and Seashore—the Woodlands card was designed by Bart Forbes, one of America's foremost illustrators.

The design may easily have been drawn from the land surrounding Cherokee, North Carolina, which lies in the shadow of the Great Smoky Mountains National Park. Thickly mantled with vegetation, the result of 50 to 100 inches of annual rainfall, the Smokies are the highest mountains east of South Dakota's Black Hills.

Protected by an act of Congress in 1926, the Great Smoky Mountains typify woodlands in America's 156 national forests and 50 national parks. Every multihued autumn, leaflookers—as mountain natives refer to visitors—pack the Great Smoky Mountains with bumper-to-bumper enthusiasm. Tourists flock to the region in such numbers that the park consistently ranks as the most visited in the entire national park system.

Procedures for ordering first-day cancellations follow.

*Customers Providing Stationery.* As the Woodlands postal card may not be available at some post offices, the Postal Service recommends that customers purchase the cards from philatelic centers or by mail order from the Philatelic Sales Division, referencing Item 2269.

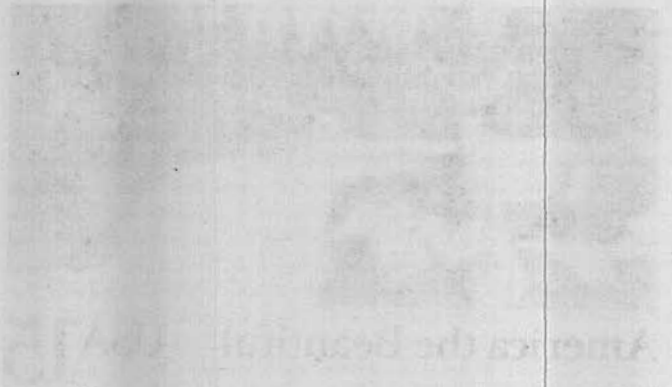
Customers who provide their own cards receive preferential service. They should address cards at least  $\frac{5}{8}$  inch from the bottom. Customers may also affix uncanceled stamps issued before August 26, 1989. However, the Postal Service will return unserved cards bearing stamps issued after that date. Requests must be postmarked by September 25 and addressed: Customer-Provided Stationery, Postmaster, Cherokee, NC 28719-9991. No remittance is required.

*Postal Service Providing Stationery.* Customers should provide a peelable return label for each postal card. The price is 15 cents per card, and the Postal Service accepts personal checks in the exact amount up to the limit of 50 items. Customers should not send cash or postage stamps. Orders must be postmarked by September 25 and addressed: Woodlands Postal Card, Postmaster, Cherokee, NC 28719-9992.



A Philatelic Catalog, listing all available stamps and other philatelic items, is available here or from the Philatelic Sales Division, Washington, DC 20265-9997.

USPS Stamp Poster 89-25  
Remove after September 25



Copyright, U.S. Postal Service, 1982

# Woodlands Postal Card

A beautiful new 10-cent stamp featuring a great woodland scene with a woodcock, a grouse, and a raven. The design is by artist Robert Rauschenberg. The stamp is available in a 10-cent postage meter or in a 10-cent postage stamp.

The stamp is available in a 10-cent postage meter or in a 10-cent postage stamp. The stamp is available in a 10-cent postage meter or in a 10-cent postage stamp. The stamp is available in a 10-cent postage meter or in a 10-cent postage stamp.

The stamp is available in a 10-cent postage meter or in a 10-cent postage stamp. The stamp is available in a 10-cent postage meter or in a 10-cent postage stamp. The stamp is available in a 10-cent postage meter or in a 10-cent postage stamp.

Available only at Post Offices. For more information, contact the U.S. Postal Service, Washington, DC 20262-4272. 1982 U.S. Postal Service. All rights reserved.



### Withholding of Mail Order

Enforced by postmaster at city listed.

State/city	Names covered
OK, Oklahoma City 73139-1101.	Any and all names other than Virgil Haney, Virgil J. Haney, Jr., Jack Haney, and Junior Haney, 6210 South Douglas.

—Judicial Officer, 7-6-89.

### EMS—Italy

Effective immediately, Express Mail International Service (EMS) is available to 10 additional cities in Italy. A complete list of the 33 cities to which EMS is available follows.

City	Postal code
Ancona*	60100-60129
Arezzo	52100 only
Bari	70100-70199
Bologna	40100-40199
Brescia*	25100 only
Cagliari	09100-09134
Carpi	41012 only
Catania	95100-95199
Como*	22100 only
Florence (Firenze)	50100-50199
Forli*	47100 only
Genoa (Genova)	16100-16199
Legnano*	20025 only
Livorno (Leghorn)	57100-57128
Milan	20100-20199
Modena	41100 only
Monza	20052 only
Naples	80100-80199
Padova*	35100 only
Palermo	90100-90151
Parma	43100 only
Pescara*	65100 only
Piacenza	29100 only
Pisa	56100 only
Prato	50047 only
Reggio Emilia	42100 only
Rome	00100-00199
Rozzano*	20089 only
Sassari*	07100 only
Turin (Torino)	10100-10199
Varese*	21100 only
Venice (Venezia)	30100-30199
Verona	37100-37139

\*New cities

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

### EMS—Zimbabwe

Effective immediately, Express Mail International Service (EMS) is available to 12 additional cities in Zimbabwe. A complete list of the 14 cities in Zimbabwe to which Express Mail is available follows:

Bindura*	Kadoma*
Bulawayo	Kwekwe*
Chinhoyi*	Marondera*
Chiredzi*	Masvingo*
Gweru*	Mutare*
Harare	Rusape*
Hwange*	Victoria Falls*

\*New cities.

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

### EMS—New Zealand

Effective immediately, all items admissible in international mail to New Zealand are accepted in Express Mail International Service (EMS) to New Zealand, including correspondence and business papers, merchandise samples, and merchandise. See the Country Conditions for Mailing for New Zealand in the INTERNATIONAL MAIL MANUAL for specific prohibitions and restrictions.

#### Acceptable Items and Customs Declarations

Items	Customs forms/required endorsements
Business papers/documents.	Endorse item clearly next to mailing label as Business Papers.
Computer data and merchandise samples without commercial value.	Form 2976, <i>Customs-Douane C1</i> (green label).
Merchandise and all articles subject to customs duty.	Form 2966-A, <i>Parcel Post Customs Declaration—United States of America</i> .

**Note:** Coins; negotiable securities; platinum, gold, and silver (manufactured or not); precious stones; jewelry; and other valuable articles are *prohibited* in EMS shipments.

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

### EMS—Colombia

Effective immediately, all items admissible in international mail to Colombia are accepted in Express Mail International Service (EMS) to Colombia, including correspondence and business papers, merchandise samples, and merchandise. See the Country Conditions for Mailing for Colombia in the INTERNATIONAL MAIL MANUAL for specific prohibitions and restrictions.

#### Acceptable Items and Customs Declarations

Items	Customs forms/required endorsements
Correspondence, business papers, and documents.	No form required. Endorse item clearly next to mailing label as Business Papers.
Merchandise samples without commercial value.	Form 2976, <i>Customs-Douane C1</i> (green label).
Merchandise and all articles subject to customs duty.	Form 2966-A, <i>Parcel Post Customs Declaration—United States of America</i> .

Coins; banknotes; currency notes (paper money); traveler's checks; platinum, gold, and silver (manufactured or not); precious stones; jewelry; and other valuable articles are *prohibited* in EMS shipments to Colombia.

All other conditions of service remain unchanged. Future issues of the INTERNATIONAL MAIL MANUAL; Handbook DM-201, *Express Mail Service*; and Publication 273, *Express Mail International Service Guide*, will include this revision.

—Marketing Dept., 7-6-89.

### Domestic Orders

*False Representation.* Enforced by postmasters at cities listed.

State/city	Names covered	Product
FL, Orlando, 32803-5109.	Wendy Anderson, 3208 East Colonial Drive, Suite 189.	A money making system.
OH, Cleveland, 44135-0125.	Wood, Meade Funds and Wood, Meade Managed Fund, Inc., P.O. Box 35125.	Failure to furnish services as represented.
OH, Parma Heights, 44130-3051.	Yellow Pages Business Directory, 6870 York Road, Suite 323.	False billings-directory solicitations.
OH, Mayfield Heights, 44124-2048.	Yellow Pages Business Directory, 1298 SOM Center Road, Suite 299.	False billings-directory solicitations.
OH, Toledo, 43613-2012.	Yellow Pages Business Directory, 3059 West Alexis Road, Suite 800.	False billings-directory solicitations.
OH, Oregon, 43616-3834.	Yellow Pages Business Directory, 2310 Woodville Road, Box 214.	False billings-directory solicitations.
TX, Garland, 75040-4247.	M & M Services, 2417 Meadow Court.	Applications for loans.

—Judicial Officer, 7-6-89.



An  
 accident  
 happened  
 here



**POSTAL SERVICE (PS) SCHEDULE**

FULL-TIME ANNUAL RATES

EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC P (APWU/NALC)

PS GRADE																MOST
	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O	PREV. STEP
1 Basic	16,069	17,994	19,922	22,394	22,591	22,788	22,985	23,179	23,376	23,572	23,769	23,966	24,160	24,357	24,554	197
COLA	2,163	2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base	18,232	20,157	22,085	24,952	25,149	25,346	25,543	25,737	25,934	26,130	26,327	26,524	26,718	26,915	27,112	
2 Basic	16,394	18,367	20,337	22,869	23,081	23,293	23,505	23,720	23,932	24,145	24,357	24,569	24,784	24,996	25,208	212
COLA	2,163	2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base	18,557	20,530	22,500	25,427	25,639	25,851	26,063	26,278	26,490	26,703	26,915	27,127	27,342	27,554	27,766	
3 Basic	16,742	18,765	20,789	23,382	23,612	23,843	24,070	24,301	24,528	24,759	24,989	25,217	25,447	25,678	25,905	231
COLA	2,163	2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base	18,905	20,928	22,952	25,940	26,170	26,401	26,628	26,859	27,086	27,317	27,547	27,775	28,005	28,236	28,463	
4 Basic		19,201	21,278	23,940	24,187	24,435	24,683	24,931	25,179	25,427	25,678	25,926	26,173	26,421	26,669	248
COLA		2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base		21,364	23,441	26,498	26,745	26,993	27,241	27,489	27,737	27,985	28,236	28,484	28,731	28,979	29,227	
5 Basic		20,740	22,876	24,544	24,810	25,078	25,343	25,611	25,877	26,145	26,413	26,678	26,947	27,212	27,480	268
COLA		2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base		22,903	25,039	27,102	27,368	27,636	27,901	28,169	28,435	28,703	28,971	29,236	29,505	29,770	30,038	
6 Basic		22,375	23,476	25,193	25,483	25,773	26,062	26,352	26,642	26,931	27,221	27,511	27,803	28,093	28,383	290
COLA		2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base		24,538	25,639	27,751	28,041	28,331	28,620	28,910	29,200	29,489	29,779	30,069	30,361	30,651	30,941	
7 Basic		22,995	24,129	25,898	26,211	26,521	26,834	27,148	27,458	27,771	28,081	28,394	28,707	29,017	29,330	313
COLA		2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base		25,158	26,292	28,456	28,769	29,079	29,392	29,706	30,016	30,329	30,639	30,952	31,265	31,575	31,888	
8 Basic				26,653	26,993	27,331	27,669	28,009	28,347	28,685	29,022	29,363	29,701	30,038	30,379	338
COLA				2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base				29,211	29,551	29,889	30,227	30,567	30,905	31,243	31,580	31,921	32,259	32,596	32,937	
9 Basic				27,478	27,844	28,210	28,577	28,940	29,306	29,672	30,038	30,404	30,771	31,137	31,503	366
COLA				2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base				30,036	30,402	30,768	31,135	31,498	31,864	32,230	32,596	32,962	33,329	33,695	34,061	
10 Basic				28,347	28,743	29,135	29,531	29,927	30,320	30,715	31,111	31,504	31,900	32,295	32,688	396
COLA				2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	
Base				30,905	31,301	31,693	32,089	32,485	32,878	33,273	33,669	34,062	34,458	34,853	35,246	

**STEP INCREASE WAITING PERIODS (IN WEEKS)**

Steps (From-To)=>	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grades 1 - 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 7	--	96	44	44	44	44	44	44	44	34	34	26	26	24
Grades 8 - 10	--	--	--	52	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year

**POSTAL SERVICE (PS) SCHEDULE**

FLEXIBLE EMPLOYEES - HOURLY RATES

EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC P (APWU/NALC)

PS GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
1 Basic	8.03	9.00	9.96	11.20	11.30	11.39	11.49	11.59	11.69	11.79	11.88	11.98	12.08	12.18	12.28
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	9.07	10.04	11.00	12.43	12.53	12.62	12.72	12.82	12.92	13.02	13.11	13.21	13.31	13.41	13.51
2 Basic	8.20	9.18	10.17	11.43	11.54	11.65	11.75	11.86	11.97	12.07	12.18	12.28	12.39	12.50	12.60
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	9.24	10.22	11.21	12.66	12.77	12.88	12.98	13.09	13.20	13.30	13.41	13.51	13.62	13.73	13.83
3 Basic	8.37	9.38	10.39	11.69	11.81	11.92	12.04	12.15	12.26	12.38	12.49	12.61	12.72	12.84	12.95
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	9.41	10.42	11.43	12.92	13.04	13.15	13.27	13.38	13.49	13.61	13.72	13.84	13.95	14.07	14.18
4 Basic		9.60	10.64	11.97	12.09	12.22	12.34	12.47	12.59	12.71	12.84	12.96	13.09	13.21	13.33
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		10.64	11.68	13.20	13.32	13.45	13.57	13.70	13.82	13.94	14.07	14.19	14.32	14.44	14.56
5 Basic		10.37	11.44	12.27	12.41	12.54	12.67	12.81	12.94	13.07	13.21	13.34	13.47	13.61	13.74
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		11.41	12.48	13.50	13.64	13.77	13.90	14.04	14.17	14.30	14.44	14.57	14.70	14.84	14.97
6 Basic		11.19	11.74	12.60	12.74	12.89	13.03	13.18	13.32	13.47	13.61	13.76	13.90	14.05	14.19
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		12.23	12.78	13.83	13.97	14.12	14.26	14.41	14.55	14.70	14.84	14.99	15.13	15.28	15.42
7 Basic		11.50	12.06	12.95	13.11	13.26	13.42	13.57	13.73	13.89	14.04	14.20	14.35	14.51	14.67
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		12.54	13.10	14.18	14.34	14.49	14.65	14.80	14.96	15.12	15.27	15.43	15.58	15.74	15.90
8 Basic				13.33	13.50	13.67	13.83	14.00	14.17	14.34	14.51	14.68	14.85	15.02	15.19
COLA				1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base				14.56	14.73	14.90	15.06	15.23	15.40	15.57	15.74	15.91	16.08	16.25	16.42
9 Basic				13.74	13.92	14.11	14.29	14.47	14.65	14.84	15.02	15.20	15.39	15.57	15.75
COLA				1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base				14.97	15.15	15.34	15.52	15.70	15.88	16.07	16.25	16.43	16.62	16.80	16.98
10 Basic				14.17	14.37	14.57	14.77	14.96	15.16	15.36	15.56	15.75	15.95	16.15	16.34
COLA				1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base				15.40	15.60	15.80	16.00	16.19	16.39	16.59	16.79	16.98	17.18	17.38	17.57

**STEP INCREASE WAITING PERIODS (IN WEEKS)**

Steps (From-To)=>	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grades 1 - 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 7	--	96	44	44	44	44	44	44	44	34	34	26	26	24
Grades 8 - 10	--	--	--	52	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year



**POSTAL SERVICE (PS) SCHEDULE**

HOURLY RATE REGULARS

EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC P (APWU/NALC)

PS GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
1 Basic	7.73	8.65	9.58	10.77	10.86	10.96	11.05	11.14	11.24	11.33	11.43	11.52	11.62	11.71	11.80
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	8.77	9.69	10.62	12.00	12.09	12.19	12.28	12.37	12.47	12.56	12.66	12.75	12.85	12.94	13.03
2 Basic	7.88	8.83	9.78	10.99	11.10	11.20	11.30	11.40	11.51	11.61	11.71	11.81	11.92	12.02	12.12
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	8.92	9.87	10.82	12.22	12.33	12.43	12.53	12.63	12.74	12.84	12.94	13.04	13.15	13.25	13.35
3 Basic	8.05	9.02	9.99	11.24	11.35	11.46	11.57	11.68	11.79	11.90	12.01	12.12	12.23	12.35	12.45
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	9.09	10.06	11.03	12.47	12.58	12.69	12.80	12.91	13.02	13.13	13.24	13.35	13.46	13.58	13.68
4 Basic		9.23	10.23	11.51	11.63	11.75	11.87	11.99	12.11	12.22	12.35	12.46	12.58	12.70	12.82
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		10.27	11.27	12.74	12.86	12.98	13.10	13.22	13.34	13.45	13.58	13.69	13.81	13.93	14.05
5 Basic		9.97	11.00	11.80	11.93	12.06	12.18	12.31	12.44	12.57	12.70	12.83	12.96	13.08	13.21
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		11.01	12.04	13.03	13.16	13.29	13.41	13.54	13.67	13.80	13.93	14.06	14.19	14.31	14.44
6 Basic		10.76	11.29	12.11	12.25	12.39	12.53	12.67	12.81	12.95	13.09	13.23	13.37	13.51	13.65
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		11.80	12.33	13.34	13.48	13.62	13.76	13.90	14.04	14.18	14.32	14.46	14.60	14.74	14.88
7 Basic		11.06	11.60	12.45	12.60	12.75	12.90	13.05	13.20	13.35	13.50	13.65	13.80	13.95	14.10
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		12.10	12.64	13.68	13.83	13.98	14.13	14.28	14.43	14.58	14.73	14.88	15.03	15.18	15.33
8 Basic				12.81	12.98	13.14	13.30	13.47	13.63	13.79	13.95	14.12	14.28	14.44	14.61
COLA				1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base				14.04	14.21	14.37	14.53	14.70	14.86	15.02	15.18	15.35	15.51	15.67	15.84
9 Basic				13.21	13.39	13.56	13.74	13.91	14.09	14.27	14.44	14.62	14.79	14.97	15.15
COLA				1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base				14.44	14.62	14.79	14.97	15.14	15.32	15.50	15.67	15.85	16.02	16.20	16.38
10 Basic				13.63	13.82	14.01	14.20	14.39	14.58	14.77	14.96	15.15	15.34	15.53	15.72
COLA				1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base				14.86	15.05	15.24	15.43	15.62	15.81	16.00	16.19	16.38	16.57	16.76	16.95

**STEP INCREASE WAITING PERIODS (IN WEEKS)**

Steps (From-To)=>	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grades 1 - 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 7	--	96	44	44	44	44	44	44	44	34	34	26	26	24
Grades 8 - 10	--	--	--	52	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

POSTAL SERVICE (PS) SCHEDULE

FULL-TIME ANNUAL RATES

EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC P1 (APWU/NALC)

PS GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O	MOST PREV. STEP
1 Basic	16,943	18,868	20,796	23,663	23,860	24,057	24,254	24,448	24,645	24,841	25,038	25,235	25,429	25,626	25,823	197
COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base	18,233	20,158	22,086	24,953	25,150	25,347	25,544	25,738	25,935	26,131	26,328	26,525	26,719	26,916	27,113	
2 Basic	17,268	19,241	21,211	24,138	24,350	24,562	24,774	24,989	25,201	25,414	25,626	25,838	26,053	26,265	26,477	212
COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base	18,558	20,531	22,501	25,428	25,640	25,852	26,064	26,279	26,491	26,704	26,916	27,128	27,343	27,555	27,767	
3 Basic	17,616	19,639	21,663	24,651	24,881	25,112	25,339	25,570	25,797	26,028	26,258	26,486	26,716	26,947	27,174	231
COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base	18,906	20,929	22,953	25,941	26,171	26,402	26,629	26,860	27,087	27,318	27,548	27,776	28,006	28,237	28,464	
4 Basic		20,075	22,152	25,209	25,456	25,704	25,952	26,200	26,448	26,696	26,947	27,195	27,442	27,690	27,938	248
COLA		1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base		21,365	23,442	26,499	26,746	26,994	27,242	27,490	27,738	27,986	28,237	28,485	28,732	28,980	29,228	
5 Basic		21,614	23,750	25,813	26,079	26,347	26,612	26,880	27,146	27,414	27,682	27,947	28,216	28,481	28,749	268
COLA		1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base		22,904	25,040	27,103	27,369	27,637	27,902	28,170	28,436	28,704	28,972	29,237	29,506	29,771	30,039	
6 Basic		23,249	24,350	26,462	26,752	27,042	27,331	27,621	27,911	28,200	28,490	28,780	29,072	29,362	29,652	290
COLA		1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base		24,539	25,640	27,752	28,042	28,332	28,621	28,911	29,201	29,490	29,780	30,070	30,362	30,652	30,942	
7 Basic		23,869	25,003	27,167	27,480	27,790	28,103	28,417	28,727	29,040	29,350	29,663	29,976	30,286	30,599	313
COLA		1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base		25,159	26,293	28,457	28,770	29,080	29,393	29,707	30,017	30,330	30,640	30,953	31,266	31,576	31,889	
8 Basic			27,922	28,262	28,600	28,938	29,278	29,616	29,954	30,291	30,632	30,970	31,307	31,648	31,989	338
COLA			1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base			29,212	29,552	29,890	30,228	30,568	30,906	31,244	31,581	31,922	32,260	32,597	32,938	33,279	
9 Basic			28,747	29,113	29,479	29,846	30,209	30,575	30,941	31,307	31,673	32,040	32,406	32,772	33,139	366
COLA			1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base			30,037	30,403	30,769	31,136	31,499	31,865	32,231	32,597	32,963	33,330	33,696	34,062	34,429	
10 Basic			29,616	30,012	30,404	30,800	31,196	31,589	31,984	32,380	32,773	33,169	33,564	33,957	34,351	396
COLA			1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
Base			30,906	31,302	31,694	32,090	32,486	32,879	33,274	33,670	34,063	34,459	34,854	35,247	35,643	

STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To)=>	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grades 1 - 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 7	--	96	44	44	44	44	44	44	44	34	34	26	26	24
Grades 8 - 10	--	--	--	52	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year



\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*  
**POSTAL SERVICE (PS) SCHEDULE**

FLEXIBLE EMPLOYEES - HOURLY RATES  
 EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC P1 (APWU/NALC)

PS GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
1 Basic	8.47	9.43	10.40	11.83	11.93	12.03	12.13	12.22	12.32	12.42	12.52	12.62	12.71	12.81	12.91
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	9.09	10.05	11.02	12.45	12.55	12.65	12.75	12.84	12.94	13.04	13.14	13.24	13.33	13.43	13.53
2 Basic	8.63	9.62	10.61	12.07	12.18	12.28	12.39	12.49	12.60	12.71	12.81	12.92	13.03	13.13	13.24
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	9.25	10.24	11.23	12.69	12.80	12.90	13.01	13.11	13.22	13.33	13.43	13.54	13.65	13.75	13.86
3 Basic	8.81	9.82	10.83	12.33	12.44	12.56	12.67	12.79	12.90	13.01	13.13	13.24	13.36	13.47	13.59
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	9.43	10.44	11.45	12.95	13.06	13.18	13.29	13.41	13.52	13.63	13.75	13.86	13.98	14.09	14.21
4 Basic		10.04	11.08	12.60	12.73	12.85	12.98	13.10	13.22	13.35	13.47	13.60	13.72	13.85	13.97
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		10.66	11.70	13.22	13.35	13.47	13.60	13.72	13.84	13.97	14.09	14.22	14.34	14.47	14.59
5 Basic		10.81	11.88	12.91	13.04	13.17	13.31	13.44	13.57	13.71	13.84	13.97	14.11	14.24	14.37
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		11.43	12.50	13.53	13.66	13.79	13.93	14.06	14.19	14.33	14.46	14.59	14.73	14.86	14.99
6 Basic		11.62	12.18	13.23	13.38	13.52	13.67	13.81	13.96	14.10	14.25	14.39	14.54	14.68	14.83
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		12.24	12.80	13.85	14.00	14.14	14.29	14.43	14.58	14.72	14.87	15.01	15.16	15.30	15.45
7 Basic		11.93	12.50	13.58	13.74	13.90	14.05	14.21	14.36	14.52	14.68	14.83	14.99	15.14	15.30
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		12.55	13.12	14.20	14.36	14.52	14.67	14.83	14.98	15.14	15.30	15.45	15.61	15.76	15.92
8 Basic				13.96	14.13	14.30	14.47	14.64	14.81	14.98	15.15	15.32	15.49	15.65	15.82
COLA				0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base				14.58	14.75	14.92	15.09	15.26	15.43	15.60	15.77	15.94	16.11	16.27	16.44
9 Basic				14.37	14.56	14.74	14.92	15.10	15.29	15.47	15.65	15.84	16.02	16.20	16.39
COLA				0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base				14.99	15.18	15.36	15.54	15.72	15.91	16.09	16.27	16.46	16.64	16.82	17.01
10 Basic				14.81	15.01	15.20	15.40	15.60	15.79	15.99	16.19	16.39	16.58	16.78	16.98
COLA				0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base				15.43	15.63	15.82	16.02	16.22	16.41	16.61	16.81	17.01	17.20	17.40	17.60

STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To)=>	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grades 1 - 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 7	--	96	44	44	44	44	44	44	44	34	34	26	26	24
Grades 8 - 10	--	--	--	52	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

POSTAL SERVICE (PS) SCHEDULE

HOURLY RATE REGULARS

RSC PI (APWU/NALC)

EFFECTIVE JULY 15, 1989 (PP 16-89)

PS GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
1 Basic	8.15	9.07	10.00	11.38	11.47	11.57	11.66	11.75	11.85	11.94	12.04	12.13	12.23	12.32	12.41
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	8.77	9.69	10.62	12.00	12.09	12.19	12.28	12.37	12.47	12.56	12.66	12.75	12.85	12.94	13.03
2 Basic	8.30	9.25	10.20	11.60	11.71	11.81	11.91	12.01	12.12	12.22	12.32	12.42	12.53	12.63	12.73
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	8.92	9.87	10.82	12.22	12.33	12.43	12.53	12.63	12.74	12.84	12.94	13.04	13.15	13.25	13.35
3 Basic	8.47	9.44	10.41	11.85	11.96	12.07	12.18	12.29	12.40	12.51	12.62	12.73	12.84	12.96	13.06
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	9.09	10.06	11.03	12.47	12.58	12.69	12.80	12.91	13.02	13.13	13.24	13.35	13.46	13.58	13.68
4 Basic		9.65	10.65	12.12	12.24	12.36	12.48	12.60	12.72	12.83	12.96	13.07	13.19	13.31	13.43
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		10.27	11.27	12.74	12.86	12.98	13.10	13.22	13.34	13.45	13.58	13.69	13.81	13.93	14.05
5 Basic		10.39	11.42	12.41	12.54	12.67	12.79	12.92	13.05	13.18	13.31	13.44	13.57	13.69	13.82
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		11.01	12.04	13.03	13.16	13.29	13.41	13.54	13.67	13.80	13.93	14.06	14.19	14.31	14.44
6 Basic		11.18	11.71	12.72	12.86	13.00	13.14	13.28	13.42	13.56	13.70	13.84	13.98	14.12	14.26
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		11.80	12.33	13.34	13.48	13.62	13.76	13.90	14.04	14.18	14.32	14.46	14.60	14.74	14.88
7 Basic		11.48	12.02	13.06	13.21	13.36	13.51	13.66	13.81	13.96	14.11	14.26	14.41	14.56	14.71
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		12.10	12.64	13.68	13.83	13.98	14.13	14.28	14.43	14.58	14.73	14.88	15.03	15.18	15.33
8 Basic				13.42	13.59	13.75	13.91	14.08	14.24	14.40	14.56	14.73	14.89	15.05	15.22
COLA				0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base				14.04	14.21	14.37	14.53	14.70	14.86	15.02	15.18	15.35	15.51	15.67	15.84
9 Basic				13.82	14.00	14.17	14.35	14.52	14.70	14.88	15.05	15.23	15.40	15.58	15.76
COLA				0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base				14.44	14.62	14.79	14.97	15.14	15.32	15.50	15.67	15.85	16.02	16.20	16.38
10 Basic				14.24	14.43	14.62	14.81	15.00	15.19	15.38	15.57	15.76	15.95	16.14	16.33
COLA				0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base				14.86	15.05	15.24	15.43	15.62	15.81	16.00	16.19	16.38	16.57	16.76	16.95

STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To)=>	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grades 1 - 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 7	-	96	44	44	44	44	44	44	44	34	34	26	26	24
Grades 8 - 10	-	-	-	52	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year



**MAIL HANDLERS' SCHEDULE**

FULL-TIME ANNUAL RATES

EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC M

MH GRADE		A	B	C	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	MOST PREV. STEP
					D	E	F	G	H	I	J	K	L	M	N	O	
3	Basic	16,983	19,007	21,031	23,630	23,860	24,091	24,318	24,549	24,779	25,007	25,237	25,465	25,695	25,926	26,153	230
	COLA	2,163	2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558
	Base	19,146	21,170	23,194	26,188	26,418	26,649	26,876	27,107	27,337	27,565	27,795	28,023	28,253	28,484	28,711	
4	Basic		19,443	21,519	24,187	24,435	24,683	24,931	25,179	25,427	25,678	25,926	26,173	26,421	26,669	26,917	248
	COLA		2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558
	Base		21,606	23,682	26,745	26,993	27,241	27,489	27,737	27,985	28,236	28,484	28,731	28,979	29,227	29,475	
5	Basic		20,982	23,118	24,792	25,058	25,326	25,591	25,859	26,128	26,393	26,661	26,926	27,194	27,460	27,728	268
	COLA		2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558
	Base		23,145	25,281	27,350	27,616	27,884	28,149	28,417	28,686	28,951	29,219	29,484	29,752	30,018	30,286	
6	Basic		22,619	23,718	25,441	25,731	26,020	26,310	26,600	26,889	27,179	27,469	27,762	28,051	28,341	28,631	290
	COLA		2,163	2,163	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558	2,558
	Base		24,782	25,881	27,999	28,289	28,578	28,868	29,158	29,447	29,737	30,027	30,320	30,609	30,899	31,189	

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

**MAIL HANDLERS' SCHEDULE**

FULL-TIME ANNUAL RATES

EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC M1

MH GRADE		A	B	C	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	MOST PREV. STEP
					D	E	F	G	H	I	J	K	L	M	N	O	
3	Basic	17,857	19,881	21,905	24,899	25,129	25,360	25,587	25,818	26,048	26,276	26,506	26,734	26,964	27,195	27,422	230
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290
	Base	19,147	21,171	23,195	26,189	26,419	26,650	26,877	27,108	27,338	27,566	27,796	28,024	28,254	28,485	28,712	
4	Basic		20,317	22,393	25,456	25,704	25,952	26,200	26,448	26,696	26,947	27,195	27,442	27,690	27,938	28,186	248
	COLA		1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290
	Base		21,607	23,683	26,746	26,994	27,242	27,490	27,738	27,986	28,237	28,485	28,732	28,980	29,228	29,476	
5	Basic		21,856	23,992	26,061	26,327	26,595	26,860	27,128	27,397	27,662	27,930	28,195	28,463	28,729	28,997	268
	COLA		1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290
	Base		23,146	25,282	27,351	27,617	27,885	28,150	28,418	28,687	28,952	29,220	29,485	29,753	30,019	30,287	
6	Basic		23,493	24,592	26,710	27,000	27,289	27,579	27,869	28,158	28,448	28,738	29,031	29,320	29,610	29,900	290
	COLA		1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290
	Base		24,783	25,882	28,000	28,290	28,579	28,869	29,159	29,448	29,738	30,028	30,321	30,610	30,900	31,190	

STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To)=	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grade 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 6	--	96	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year



### MAIL HANDLERS' SCHEDULE

FLEXIBLE EMPLOYEES - HOURLY RATLS  
EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC M

MH GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
3 Basic	8.49	9.50	10.52	11.82	11.93	12.05	12.16	12.27	12.39	12.50	12.62	12.73	12.85	12.96	13.08
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	9.53	10.54	11.56	13.05	13.16	13.28	13.39	13.50	13.62	13.73	13.85	13.96	14.08	14.19	14.31
4 Basic		9.72	10.76	12.09	12.22	12.34	12.47	12.59	12.71	12.84	12.96	13.09	13.21	13.33	13.46
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		10.76	11.80	13.32	13.45	13.57	13.70	13.82	13.94	14.07	14.19	14.32	14.44	14.56	14.69
5 Basic		10.49	11.56	12.40	12.53	12.66	12.80	12.93	13.06	13.20	13.33	13.46	13.60	13.73	13.86
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		11.53	12.60	13.63	13.76	13.89	14.03	14.16	14.29	14.43	14.56	14.69	14.83	14.96	15.09
6 Basic		11.31	11.86	12.72	12.87	13.01	13.16	13.30	13.44	13.59	13.73	13.88	14.03	14.17	14.32
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		12.35	12.90	13.95	14.10	14.24	14.39	14.53	14.67	14.82	14.96	15.11	15.26	15.40	15.55

### HOURLY RATE REGULARS

MH GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
3 Basic	8.16	9.14	10.11	11.36	11.47	11.58	11.69	11.80	11.91	12.02	12.13	12.24	12.35	12.46	12.57
COLA	1.04	1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base	9.20	10.18	11.15	12.59	12.70	12.81	12.92	13.03	13.14	13.25	13.36	13.47	13.58	13.69	13.80
4 Basic		9.35	10.35	11.63	11.75	11.87	11.99	12.11	12.22	12.35	12.46	12.58	12.70	12.82	12.94
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		10.39	11.39	12.86	12.98	13.10	13.22	13.34	13.45	13.58	13.69	13.81	13.93	14.05	14.17
5 Basic		10.09	11.11	11.92	12.05	12.18	12.30	12.43	12.56	12.69	12.82	12.95	13.07	13.20	13.33
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		11.13	12.15	13.15	13.28	13.41	13.53	13.66	13.79	13.92	14.05	14.18	14.30	14.43	14.56
6 Basic		10.87	11.40	12.23	12.37	12.51	12.65	12.79	12.93	13.07	13.21	13.35	13.49	13.63	13.76
COLA		1.04	1.04	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Base		11.91	12.44	13.46	13.60	13.74	13.88	14.02	14.16	14.30	14.44	14.58	14.72	14.86	14.99

### STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To)=	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grade 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 6	-	96	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

MAIL HANDLERS' SCHEDULE

FLEXIBLE EMPLOYEES - HOURLY RATES

EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC MI

MH GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
3 Basic	8.93	9.94	10.95	12.45	12.56	12.68	12.79	12.91	13.02	13.14	13.25	13.37	13.48	13.60	13.71
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	9.55	10.56	11.57	13.07	13.18	13.30	13.41	13.53	13.64	13.76	13.87	13.99	14.10	14.22	14.33
4 Basic		10.16	11.20	12.73	12.85	12.98	13.10	13.22	13.35	13.47	13.60	13.72	13.85	13.97	14.09
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		10.78	11.82	13.35	13.47	13.60	13.72	13.84	13.97	14.09	14.22	14.34	14.47	14.59	14.71
5 Basic		10.93	12.00	13.03	13.16	13.30	13.43	13.56	13.70	13.83	13.97	14.10	14.23	14.36	14.50
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		11.55	12.62	13.65	13.78	13.92	14.05	14.18	14.32	14.45	14.59	14.72	14.85	14.98	15.12
6 Basic		11.75	12.30	13.36	13.50	13.64	13.79	13.93	14.08	14.22	14.37	14.52	14.66	14.81	14.95
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		12.37	12.92	13.98	14.12	14.26	14.41	14.55	14.70	14.84	14.99	15.14	15.28	15.43	15.57

HOURLY RATE REGULARS

MH GRADE	A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
3 Basic	8.59	9.56	10.53	11.97	12.08	12.19	12.30	12.41	12.52	12.63	12.74	12.85	12.96	13.07	13.18
COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base	9.21	10.18	11.15	12.59	12.70	12.81	12.92	13.03	13.14	13.25	13.36	13.47	13.58	13.69	13.80
4 Basic		9.77	10.77	12.24	12.36	12.48	12.60	12.72	12.83	12.96	13.07	13.19	13.31	13.43	13.55
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		10.39	11.39	12.86	12.98	13.10	13.22	13.34	13.45	13.58	13.69	13.81	13.93	14.05	14.17
5 Basic		10.51	11.53	12.53	12.66	12.79	12.91	13.04	13.17	13.30	13.43	13.56	13.68	13.81	13.94
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		11.13	12.15	13.15	13.28	13.41	13.53	13.66	13.79	13.92	14.05	14.18	14.30	14.43	14.56
6 Basic		11.29	11.82	12.84	12.98	13.12	13.26	13.40	13.54	13.68	13.82	13.96	14.10	14.24	14.38
COLA		0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62
Base		11.91	12.44	13.46	13.60	13.74	13.88	14.02	14.16	14.30	14.44	14.58	14.72	14.86	15.00

STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To)=	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grade 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 6	-	96	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year



# PERCEPTIONS



Our Image Depends on Our Service



RURAL AUXILIARY SCHEDULE  
ANNUAL RATES  
EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC B

RAUX GRADE		B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	Basic	18,918	20,841	22,402	22,685	22,970	23,252	23,537	23,820	24,105	24,390	24,672	24,958	25,240	25,525
	COLA	2,330	2,330	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725
	Base	21,248	23,171	25,127	25,410	25,695	25,977	26,262	26,545	26,830	27,115	27,397	27,683	27,965	28,250

HOURLY RATES

RAUX GRADE		B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	Basic	9.46	10.42	11.20	11.34	11.49	11.63	11.77	11.91	12.05	12.20	12.34	12.48	12.62	12.76
	COLA	1.12	1.12	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31
	Base	10.58	11.54	12.51	12.65	12.80	12.94	13.08	13.22	13.36	13.51	13.65	13.79	13.93	14.07

STEP INCREASE WAITING PERIODS ( IN WEEKS )

Steps (From-To) =>	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	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

RURAL AUXILIARY SCHEDULE  
ANNUAL RATES  
EFFECTIVE JULY 15, 1989 (PP 16-89)

RSC B1

RAUX GRADE		B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	Basic	20,228	22,151	24,108	24,391	24,676	24,958	25,243	25,526	25,811	26,096	26,378	26,664	26,946	27,231
	COLA	1,019	1,019	1,019	1,019	1,019	1,019	1,019	1,019	1,019	1,019	1,019	1,019	1,019	1,019
	Base	21,247	23,170	25,127	25,410	25,695	25,977	26,262	26,545	26,830	27,115	27,397	27,683	27,965	28,250

HOURLY RATES

RAUX GRADE		B	C	1	2	3	4	5	6	7	8	9	10	11	12
5	Basic	10.11	11.08	12.05	12.20	12.34	12.48	12.62	12.76	12.91	13.05	13.19	13.33	13.47	13.62
	COLA	0.49	0.49	0.49	0.49	0.49	0.49	0.49	0.49	0.49	0.49	0.49	0.49	0.49	0.49
	Base	10.60	11.57	12.54	12.69	12.83	12.97	13.11	13.25	13.40	13.54	13.68	13.82	13.96	14.11

STEP INCREASE WAITING PERIODS ( IN WEEKS )

Steps (From-To) =>	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	44	44	44	44	44	44	44	34	34	26	26	24

NOTE: General Increase: \$300 per year





RSC R		RURAL CARRIER EVALUATED SCHEDULE													
		FULL-TIME ANNUAL RATES EFFECTIVE JULY 15, 1989 (PP 16-89)													
HOURS		B	C	1	2	3	4	5	6	7	8	9	10	11	12
32	Basic	15,134	16,672	17,922	18,149	18,375	18,601	18,830	19,053	19,283	19,511	19,734	19,964	20,191	20,416
	COLA	1,864	1,864	2,180	2,180	2,180	2,180	2,180	2,180	2,180	2,180	2,180	2,180	2,180	2,180
	Base	16,998	18,536	20,102	20,329	20,555	20,781	21,010	21,233	21,463	21,691	21,914	22,144	22,371	22,596
33	Basic	15,609	17,194	18,480	18,714	18,950	19,184	19,420	19,653	19,890	20,123	20,355	20,593	20,827	21,062
	COLA	1,922	1,922	2,248	2,248	2,248	2,248	2,248	2,248	2,248	2,248	2,248	2,248	2,248	2,248
	Base	17,531	19,116	20,728	20,962	21,198	21,432	21,668	21,901	22,138	22,371	22,603	22,841	23,075	23,310
34	Basic	16,082	17,717	19,043	19,284	19,526	19,765	20,007	20,248	20,490	20,732	20,971	21,214	21,454	21,696
	COLA	1,981	1,981	2,316	2,316	2,316	2,316	2,316	2,316	2,316	2,316	2,316	2,316	2,316	2,316
	Base	18,063	19,698	21,359	21,600	21,842	22,081	22,323	22,564	22,806	23,048	23,287	23,530	23,770	24,012
35	Basic	16,555	18,238	19,601	19,852	20,102	20,348	20,597	20,844	21,098	21,346	21,592	21,843	22,090	22,338
	COLA	2,039	2,039	2,384	2,384	2,384	2,384	2,384	2,384	2,384	2,384	2,384	2,384	2,384	2,384
	Base	18,594	20,277	21,985	22,236	22,486	22,732	22,981	23,228	23,482	23,730	23,976	24,227	24,474	24,722
36	Basic	17,026	18,759	20,162	20,415	20,675	20,926	21,181	21,438	21,694	21,949	22,205	22,461	22,714	22,972
	COLA	2,097	2,097	2,453	2,453	2,453	2,453	2,453	2,453	2,453	2,453	2,453	2,453	2,453	2,453
	Base	19,123	20,856	22,615	22,868	23,128	23,379	23,634	23,891	24,147	24,402	24,658	24,914	25,167	25,425
37	Basic	17,501	19,277	20,721	20,985	21,248	21,511	21,772	22,036	22,302	22,564	22,827	23,091	23,354	23,615
	COLA	2,155	2,155	2,521	2,521	2,521	2,521	2,521	2,521	2,521	2,521	2,521	2,521	2,521	2,521
	Base	19,656	21,432	23,242	23,506	23,769	24,032	24,293	24,557	24,823	25,085	25,348	25,612	25,875	26,136
38	Basic	17,974	19,799	21,283	21,553	21,822	22,091	22,363	22,629	22,901	23,172	23,438	23,711	23,980	24,248
	COLA	2,214	2,214	2,589	2,589	2,589	2,589	2,589	2,589	2,589	2,589	2,589	2,589	2,589	2,589
	Base	20,188	22,013	23,872	24,142	24,411	24,680	24,952	25,218	25,490	25,761	26,027	26,300	26,569	26,837
39	Basic	18,447	20,321	21,841	22,118	22,398	22,674	22,952	23,229	23,509	23,784	24,060	24,340	24,616	24,894
	COLA	2,272	2,272	2,657	2,657	2,657	2,657	2,657	2,657	2,657	2,657	2,657	2,657	2,657	2,657
	Base	20,719	22,593	24,498	24,775	25,055	25,331	25,609	25,886	26,166	26,441	26,717	26,997	27,273	27,551
40	Basic	18,918	20,841	22,402	22,685	22,970	23,252	23,537	23,820	24,105	24,390	24,672	24,958	25,240	25,525
	COLA	2,330	2,330	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725	2,725
	Base	21,248	23,171	25,127	25,410	25,695	25,977	26,262	26,545	26,830	27,115	27,397	27,683	27,965	28,250
41	Basic	19,628	21,622	23,242	23,536	23,831	24,127	24,421	24,714	25,010	25,308	25,600	25,896	26,188	26,483
	COLA	2,417	2,417	2,827	2,827	2,827	2,827	2,827	2,827	2,827	2,827	2,827	2,827	2,827	2,827
	Base	22,045	24,039	26,069	26,363	26,658	26,954	27,248	27,541	27,837	28,135	28,427	28,723	29,015	29,310
42	Basic	20,339	22,406	24,084	24,386	24,694	24,995	25,303	25,605	25,913	26,216	26,517	26,826	27,128	27,435
	COLA	2,505	2,505	2,929	2,929	2,929	2,929	2,929	2,929	2,929	2,929	2,929	2,929	2,929	2,929
	Base	22,844	24,911	27,013	27,315	27,623	27,924	28,232	28,534	28,842	29,145	29,446	29,755	30,057	30,364
43	Basic	21,046	23,184	24,920	25,237	25,555	25,869	26,183	26,499	26,817	27,134	27,445	27,765	28,080	28,393
	COLA	2,592	2,592	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032
	Base	23,638	25,776	27,952	28,269	28,587	28,901	29,215	29,531	29,849	30,166	30,477	30,797	31,112	31,425
44	Basic	21,758	23,968	25,762	26,088	26,417	26,741	27,068	27,395	27,723	28,050	28,374	28,704	29,029	29,356
	COLA	2,680	2,680	3,134	3,134	3,134	3,134	3,134	3,134	3,134	3,134	3,134	3,134	3,134	3,134
	Base	24,438	26,648	28,896	29,222	29,551	29,875	30,202	30,529	30,857	31,184	31,508	31,838	32,163	32,490
45	Basic	22,466	24,749	26,602	26,939	27,277	27,616	27,953	28,288	28,627	28,968	29,302	29,642	29,977	30,314
	COLA	2,767	2,767	3,236	3,236	3,236	3,236	3,236	3,236	3,236	3,236	3,236	3,236	3,236	3,236
	Base	25,233	27,516	29,838	30,175	30,513	30,852	31,189	31,524	31,863	32,204	32,538	32,878	33,213	33,550
46	Basic	23,177	25,532	27,443	27,788	28,139	28,483	28,833	29,178	29,529	29,875	30,219	30,571	30,916	31,265
	COLA	2,854	2,854	3,338	3,338	3,338	3,338	3,338	3,338	3,338	3,338	3,338	3,338	3,338	3,338
	Base	26,031	28,386	30,781	31,126	31,477	31,821	32,171	32,516	32,867	33,213	33,557	33,909	34,254	34,603
47	Basic	23,884	26,312	28,284	28,640	29,001	29,358	29,714	30,073	30,435	30,794	31,148	31,510	31,868	32,224
	COLA	2,942	2,942	3,440	3,440	3,440	3,440	3,440	3,440	3,440	3,440	3,440	3,440	3,440	3,440
	Base	26,826	29,254	31,724	32,080	32,441	32,798	33,154	33,513	33,875	34,234	34,588	34,950	35,308	35,664
48	Basic	24,593	27,093	29,122	29,491	29,861	30,229	30,599	30,968	31,339	31,709	32,077	32,448	32,816	33,186
	COLA	3,029	3,029	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543	3,543
	Base	27,622	30,122	32,665	33,034	33,404	33,772	34,142	34,511	34,882	35,252	35,620	35,991	36,359	36,729

NOTE: General Increase: at 40 hours, \$300 per year





		SUBSTITUTE RURAL CARRIER 6 DAY EVALUATED SCHEDULE EFFECTIVE JULY 15, 1989 (PP 16-89)													
RSC R		8	C	1	2	3	4	5	6	7	8	9	10	11	12
HOURS															
32	Basic	50.11	55.21	59.34	60.10	60.84	61.59	62.35	63.09	63.85	64.61	65.34	66.11	66.86	67.60
	COLA	6.17	6.17	7.22	7.22	7.22	7.22	7.22	7.22	7.22	7.22	7.22	7.22	7.22	7.22
	Base	56.28	61.38	66.56	67.32	68.06	68.81	69.57	70.31	71.07	71.83	72.56	73.33	74.08	74.82
33	Basic	51.69	56.93	61.19	61.97	62.75	63.52	64.30	65.08	65.86	66.63	67.40	68.19	68.96	69.74
	COLA	6.36	6.36	7.44	7.44	7.44	7.44	7.44	7.44	7.44	7.44	7.44	7.44	7.44	7.44
	Base	58.05	63.29	68.63	69.41	70.19	70.96	71.74	72.52	73.30	74.07	74.84	75.63	76.40	77.18
34	Basic	53.25	58.67	63.06	63.85	64.66	65.45	66.25	67.05	67.85	68.65	69.44	70.25	71.04	71.84
	COLA	6.56	6.56	7.67	7.67	7.67	7.67	7.67	7.67	7.67	7.67	7.67	7.67	7.67	7.67
	Base	59.81	65.23	70.73	71.52	72.33	73.12	73.92	74.72	75.52	76.32	77.11	77.92	78.71	79.51
35	Basic	54.82	60.39	64.90	65.74	66.56	67.38	68.20	69.02	69.86	70.68	71.50	72.33	73.15	73.97
	COLA	6.75	6.75	7.89	7.89	7.89	7.89	7.89	7.89	7.89	7.89	7.89	7.89	7.89	7.89
	Base	61.57	67.14	72.79	73.63	74.45	75.27	76.09	76.91	77.75	78.57	79.39	80.22	81.04	81.86
36	Basic	56.38	62.12	66.76	67.60	68.46	69.29	70.14	70.99	71.83	72.68	73.53	74.37	75.21	76.07
	COLA	6.94	6.94	8.12	8.12	8.12	8.12	8.12	8.12	8.12	8.12	8.12	8.12	8.12	8.12
	Base	63.32	69.06	74.88	75.72	76.58	77.41	78.26	79.11	79.95	80.80	81.65	82.49	83.33	84.19
37	Basic	57.95	63.83	68.61	69.49	70.36	71.23	72.09	72.97	73.85	74.72	75.59	76.46	77.33	78.20
	COLA	7.14	7.14	8.35	8.35	8.35	8.35	8.35	8.35	8.35	8.35	8.35	8.35	8.35	8.35
	Base	65.09	70.97	76.96	77.84	78.71	79.58	80.44	81.32	82.20	83.07	83.94	84.81	85.68	86.55
38	Basic	59.52	65.56	70.47	71.37	72.26	73.15	74.05	74.93	75.83	76.73	77.61	78.51	79.40	80.29
	COLA	7.33	7.33	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57	8.57
	Base	66.85	72.89	79.04	79.94	80.83	81.72	82.62	83.50	84.40	85.30	86.18	87.08	87.97	88.86
39	Basic	61.08	67.29	72.32	73.24	74.17	75.08	76.00	76.92	77.84	78.75	79.67	80.60	81.51	82.43
	COLA	7.52	7.52	8.80	8.80	8.80	8.80	8.80	8.80	8.80	8.80	8.80	8.80	8.80	8.80
	Base	68.60	74.81	81.12	82.04	82.97	83.88	84.80	85.72	86.64	87.55	88.47	89.40	90.31	91.23
40	Basic	62.64	69.01	74.18	75.12	76.06	76.99	77.94	78.87	79.82	80.76	81.70	82.64	83.58	84.52
	COLA	7.72	7.72	9.02	9.02	9.02	9.02	9.02	9.02	9.02	9.02	9.02	9.02	9.02	9.02
	Base	70.36	76.73	83.20	84.14	85.08	86.01	86.96	87.89	88.84	89.78	90.72	91.66	92.60	93.54
41	Basic	64.99	71.60	76.96	77.93	78.91	79.89	80.86	81.83	82.81	83.80	84.77	85.75	86.72	87.69
	COLA	8.00	8.00	9.36	9.36	9.36	9.36	9.36	9.36	9.36	9.36	9.36	9.36	9.36	9.36
	Base	72.99	79.60	86.32	87.29	88.27	89.25	90.22	91.19	92.17	93.16	94.13	95.11	96.08	97.05
42	Basic	67.35	74.19	79.75	80.75	81.77	82.76	83.78	84.78	85.80	86.81	87.80	88.83	89.83	90.84
	COLA	8.29	8.29	9.70	9.70	9.70	9.70	9.70	9.70	9.70	9.70	9.70	9.70	9.70	9.70
	Base	75.64	82.48	89.45	90.45	91.47	92.46	93.48	94.48	95.50	96.51	97.50	98.53	99.53	100.54
43	Basic	69.69	76.77	82.52	83.57	84.62	85.66	86.70	87.75	88.80	89.85	90.88	91.94	92.98	94.02
	COLA	8.58	8.58	10.04	10.04	10.04	10.04	10.04	10.04	10.04	10.04	10.04	10.04	10.04	10.04
	Base	78.27	85.35	92.56	93.61	94.66	95.70	96.74	97.79	98.84	99.89	100.92	101.98	103.02	104.06
44	Basic	72.05	79.36	85.30	86.38	87.47	88.55	89.63	90.71	91.80	92.88	93.95	95.05	96.12	97.21
	COLA	8.87	8.87	10.38	10.38	10.38	10.38	10.38	10.38	10.38	10.38	10.38	10.38	10.38	10.38
	Base	80.92	88.23	95.68	96.76	97.85	98.93	100.01	101.09	102.18	103.26	104.33	105.43	106.50	107.59
45	Basic	74.39	81.95	88.09	89.20	90.32	91.44	92.56	93.67	94.79	95.92	97.03	98.15	99.26	100.38
	COLA	9.16	9.16	10.72	10.72	10.72	10.72	10.72	10.72	10.72	10.72	10.72	10.72	10.72	10.72
	Base	83.55	91.11	98.81	99.92	101.04	102.16	103.28	104.39	105.51	106.64	107.75	108.87	109.98	111.10
46	Basic	76.75	84.54	90.87	92.01	93.18	94.31	95.47	96.62	97.78	98.92	100.06	101.23	102.37	103.53
	COLA	9.45	9.45	11.05	11.05	11.05	11.05	11.05	11.05	11.05	11.05	11.05	11.05	11.05	11.05
	Base	86.20	93.99	101.92	103.06	104.23	105.36	106.52	107.67	108.83	109.97	111.11	112.28	113.42	114.58
47	Basic	79.09	87.13	93.66	94.83	96.03	97.21	98.39	99.58	100.78	101.97	103.14	104.34	105.52	106.70
	COLA	9.74	9.74	11.39	11.39	11.39	11.39	11.39	11.39	11.39	11.39	11.39	11.39	11.39	11.39
	Base	88.83	96.87	105.05	106.22	107.42	108.60	109.78	110.97	112.17	113.36	114.53	115.73	116.91	118.09
48	Basic	81.43	89.71	96.43	97.65	98.88	100.10	101.32	102.54	103.77	105.00	106.22	107.44	108.66	109.89
	COLA	10.03	10.03	11.73	11.73	11.73	11.73	11.73	11.73	11.73	11.73	11.73	11.73	11.73	11.73
	Base	91.46	99.74	108.16	109.38	110.61	111.83	113.05	114.27	115.50	116.73	117.95	119.17	120.39	121.62



RSC R		SUBSTITUTE RURAL CARRIER 5 1/2 DAY EVALUATED SCHEDULE EFFECTIVE JULY 15, 1989 (PP 16-89)													
		HOURS	B	C	1	2	3	4	5	6	7	8	9	10	11
41	Basic	71.12	78.34	84.21	85.28	86.34	87.42	88.48	89.54	90.62	91.70	92.75	93.83	94.88	95.95
	COLA	8.76	8.76	10.24	10.24	10.24	10.24	10.24	10.24	10.24	10.24	10.24	10.24	10.24	10.24
	Base	79.88	87.10	94.45	95.52	96.58	97.66	98.72	99.78	100.86	101.94	102.99	104.07	105.12	106.19
42	Basic	73.69	81.18	87.26	88.36	89.47	90.56	91.68	92.77	93.89	94.99	96.08	97.20	98.29	99.40
	COLA	9.08	9.08	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61
	Base	82.77	90.26	97.87	98.97	100.08	101.17	102.29	103.38	104.50	105.60	106.69	107.81	108.90	110.01
43	Basic	76.25	84.00	90.29	91.44	92.59	93.73	94.87	96.01	97.16	98.31	99.44	100.60	101.74	102.87
	COLA	9.39	9.39	10.99	10.99	10.99	10.99	10.99	10.99	10.99	10.99	10.99	10.99	10.99	10.99
	Base	85.64	93.39	101.28	102.43	103.58	104.72	105.86	107.00	108.15	109.30	110.43	111.59	112.73	113.86
44	Basic	78.83	86.84	93.34	94.52	95.71	96.89	98.07	99.26	100.45	101.63	102.80	104.00	105.18	106.36
	COLA	9.71	9.71	11.36	11.36	11.36	11.36	11.36	11.36	11.36	11.36	11.36	11.36	11.36	11.36
	Base	88.54	96.55	104.70	105.88	107.07	108.25	109.43	110.62	111.81	112.99	114.16	115.36	116.54	117.72
45	Basic	81.40	89.67	96.38	97.61	98.83	100.06	101.28	102.49	103.72	104.96	106.17	107.40	108.61	109.83
	COLA	10.03	10.03	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72
	Base	91.43	99.70	108.10	109.33	110.55	111.78	113.00	114.21	115.44	116.68	117.89	119.12	120.33	121.55
46	Basic	83.97	92.51	99.43	100.68	101.95	103.20	104.47	105.72	106.99	108.24	109.49	110.76	112.01	113.28
	COLA	10.34	10.34	12.09	12.09	12.09	12.09	12.09	12.09	12.09	12.09	12.09	12.09	12.09	12.09
	Base	94.31	102.85	111.52	112.77	114.04	115.29	116.56	117.81	119.08	120.33	121.58	122.85	124.10	125.37

RSC R		SUBSTITUTE RURAL CARRIER 5 DAY EVALUATED SCHEDULE EFFECTIVE JULY 15, 1989 (PP 16-89)													
		HOURS	B	C	1	2	3	4	5	6	7	8	9	10	11
40	Basic	75.67	83.36	89.61	90.74	91.88	93.01	94.15	95.28	96.42	97.56	98.69	99.83	100.96	102.10
	COLA	9.32	9.32	10.90	10.90	10.90	10.90	10.90	10.90	10.90	10.90	10.90	10.90	10.90	10.90
	Base	84.99	92.68	100.51	101.64	102.78	103.91	105.05	106.18	107.32	108.46	109.59	110.73	111.86	113.00
41	Basic	78.51	86.49	92.97	94.14	95.32	96.51	97.68	98.86	100.04	101.23	102.40	103.58	104.75	105.93
	COLA	9.67	9.67	11.31	11.31	11.31	11.31	11.31	11.31	11.31	11.31	11.31	11.31	11.31	11.31
	Base	88.18	96.16	104.28	105.45	106.63	107.82	108.99	110.17	111.35	112.54	113.71	114.89	116.06	117.24
42	Basic	81.36	89.62	96.34	97.54	98.78	99.98	101.21	102.42	103.65	104.86	106.07	107.30	108.51	109.74
	COLA	10.02	10.02	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72	11.72
	Base	91.38	99.64	108.06	109.26	110.50	111.70	112.93	114.14	115.37	116.58	117.79	119.02	120.23	121.46
43	Basic	84.18	92.74	99.68	100.95	102.22	103.48	104.73	106.00	107.27	108.54	109.78	111.06	112.32	113.57
	COLA	10.37	10.37	12.13	12.13	12.13	12.13	12.13	12.13	12.13	12.13	12.13	12.13	12.13	12.13
	Base	94.55	103.11	111.81	113.08	114.35	115.61	116.86	118.13	119.40	120.67	121.91	123.19	124.45	125.70
44	Basic	87.03	95.87	103.05	104.35	105.67	106.96	108.27	109.58	110.89	112.20	113.50	114.82	116.12	117.42
	COLA	10.72	10.72	12.54	12.54	12.54	12.54	12.54	12.54	12.54	12.54	12.54	12.54	12.54	12.54
	Base	97.75	106.59	115.59	116.89	118.21	119.50	120.81	122.12	123.43	124.74	126.04	127.36	128.66	129.96
45	Basic	89.86	99.00	106.41	107.76	109.11	110.46	111.81	113.15	114.51	115.87	117.21	118.57	119.91	121.26
	COLA	11.07	11.07	12.94	12.94	12.94	12.94	12.94	12.94	12.94	12.94	12.94	12.94	12.94	12.94
	Base	100.93	110.07	119.35	120.70	122.05	123.40	124.75	126.09	127.45	128.81	130.15	131.51	132.85	134.20
46	Basic	92.71	102.13	109.77	111.15	112.56	113.93	115.33	116.71	118.12	119.50	120.88	122.28	123.66	125.06
	COLA	11.42	11.42	13.35	13.35	13.35	13.35	13.35	13.35	13.35	13.35	13.35	13.35	13.35	13.35
	Base	104.13	113.55	123.12	124.50	125.91	127.28	128.68	130.06	131.47	132.85	134.23	135.63	137.01	138.41
47	Basic	95.54	105.25	113.14	114.56	116.00	117.43	118.86	120.29	121.74	123.18	124.59	126.04	127.47	128.90
	COLA	11.77	11.77	13.76	13.76	13.76	13.76	13.76	13.76	13.76	13.76	13.76	13.76	13.76	13.76
	Base	107.31	117.02	126.90	128.32	129.76	131.19	132.62	134.05	135.50	136.94	138.35	139.80	141.23	142.66
48	Basic	98.37	108.37	116.49	117.96	119.44	120.92	122.40	123.87	125.36	126.84	128.31	129.79	131.26	132.74
	COLA	12.12	12.12	14.17	14.17	14.17	14.17	14.17	14.17	14.17	14.17	14.17	14.17	14.17	14.17
	Base	110.49	120.49	130.66	132.13	133.61	135.09	136.57	138.04	139.53	141.01	142.48	143.96	145.43	146.91

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

RURAL CARRIER EVALUATED SCHEDULE  
FULL-TIME ANNUAL RATES  
EFFECTIVE JULY 15, 1989 (PP 16-89)a

RSC R1

HOURS	B	C	1	2	3	4	5	6	7	8	9	10	11	12	
12	Basic COLA Base	6,068 306 6,374	6,645 306 6,951	7,232 306 7,538	7,318 306 7,624	7,403 306 7,709	7,489 306 7,795	7,574 306 7,880	7,660 306 7,966	7,746 306 8,052	7,831 306 8,137	7,917 306 8,223	8,002 306 8,308	8,088 306 8,394	8,173 306 8,479
13	Basic COLA Base	6,576 331 6,907	7,199 331 7,530	7,836 331 8,167	7,928 331 8,259	8,019 331 8,350	8,111 331 8,442	8,202 331 8,533	8,294 331 8,625	8,389 331 8,720	8,480 331 8,811	8,572 331 8,903	8,664 331 8,995	8,756 331 9,087	8,847 331 9,178
14	Basic COLA Base	7,082 357 7,439	7,755 357 8,112	8,438 357 8,795	8,537 357 8,894	8,638 357 8,995	8,737 357 9,094	8,835 357 9,192	8,939 357 9,296	9,037 357 9,394	9,136 357 9,493	9,237 357 9,594	9,336 357 9,693	9,435 357 9,792	9,537 357 9,894
15	Basic COLA Base	7,587 382 7,969	8,308 382 8,690	9,042 382 9,424	9,147 382 9,529	9,256 382 9,638	9,360 382 9,742	9,468 382 9,850	9,573 382 9,955	9,682 382 10,064	9,786 382 10,168	9,891 382 10,273	9,999 382 10,381	10,104 382 10,486	10,212 382 10,594
16	Basic COLA Base	8,091 408 8,499	8,861 408 9,269	9,641 408 10,049	9,757 408 10,165	9,872 408 10,280	9,983 408 10,391	10,099 408 10,507	10,211 408 10,619	10,326 408 10,734	10,441 408 10,849	10,553 408 10,961	10,668 408 11,076	10,780 408 11,188	10,895 408 11,303
17	Basic COLA Base	8,599 433 9,032	9,414 433 9,847	10,247 433 10,680	10,365 433 10,798	10,486 433 10,919	10,608 433 11,041	10,728 433 11,161	10,850 433 11,283	10,971 433 11,404	11,089 433 11,522	11,210 433 11,643	11,332 433 11,765	11,454 433 11,887	11,574 433 12,007
18	Basic COLA Base	9,105 459 9,564	9,969 459 10,428	10,849 459 11,308	10,977 459 11,436	11,106 459 11,565	11,234 459 11,693	11,362 459 11,821	11,491 459 11,950	11,619 459 12,078	11,747 459 12,206	11,876 459 12,335	12,004 459 12,463	12,133 459 12,592	12,260 459 12,719
19	Basic COLA Base	9,610 484 10,094	10,522 484 11,006	11,452 484 11,936	11,587 484 12,071	11,721 484 12,205	11,856 484 12,340	11,989 484 12,473	12,125 484 12,609	12,263 484 12,747	12,396 484 12,880	12,531 484 13,015	12,666 484 13,150	12,801 484 13,285	12,934 484 13,418
20	Basic COLA Base	10,114 510 10,624	11,077 510 11,587	12,057 510 12,567	12,198 510 12,708	12,340 510 12,850	12,481 510 12,991	12,626 510 13,136	12,768 510 13,278	12,909 510 13,419	13,054 510 13,564	13,196 510 13,706	13,337 510 13,847	13,479 510 13,989	13,624 510 14,134
21	Basic COLA Base	10,622 535 11,157	11,631 535 12,166	12,657 535 13,192	12,805 535 13,340	12,956 535 13,491	13,104 535 13,639	13,255 535 13,790	13,402 535 13,937	13,553 535 14,088	13,701 535 14,236	13,848 535 14,383	13,999 535 14,534	14,148 535 14,683	14,298 535 14,833
22	Basic COLA Base	11,128 560 11,688	12,186 560 12,746	13,261 560 13,821	13,416 560 13,976	13,573 560 14,133	13,726 560 14,286	13,883 560 14,443	14,038 560 14,598	14,195 560 14,755	14,351 560 14,911	14,504 560 15,064	14,662 560 15,222	14,816 560 15,376	14,973 560 15,533
23	Basic COLA Base	11,633 586 12,219	12,739 586 13,325	13,862 586 14,448	14,027 586 14,613	14,191 586 14,777	14,352 586 14,938	14,516 586 15,102	14,677 586 15,263	14,845 586 15,431	15,008 586 15,594	15,169 586 15,755	15,333 586 15,919	15,495 586 16,081	15,658 586 16,244
24	Basic COLA Base	12,137 611 12,748	13,290 611 13,901	14,467 611 15,078	14,634 611 15,245	14,804 611 15,415	14,975 611 15,586	15,144 611 15,755	15,315 611 15,926	15,485 611 16,096	15,655 611 16,266	15,825 611 16,436	15,996 611 16,607	16,166 611 16,777	16,336 611 16,947
25	Basic COLA Base	12,645 637 13,282	13,844 637 14,481	15,067 637 15,704	15,245 637 15,882	15,423 637 16,060	15,600 637 16,237	15,776 637 16,413	15,954 637 16,591	16,135 637 16,772	16,311 637 16,948	16,488 637 17,125	16,666 637 17,303	16,844 637 17,481	17,020 637 17,657
26	Basic COLA Base	13,151 662 13,813	14,399 662 15,061	15,672 662 16,334	15,856 662 16,518	16,040 662 16,702	16,223 662 16,885	16,410 662 17,072	16,590 662 17,252	16,777 662 17,439	16,962 662 17,624	17,143 662 17,805	17,330 662 17,992	17,513 662 18,175	17,696 662 18,358
27	Basic COLA Base	13,656 688 14,344	14,953 688 15,641	16,273 688 16,961	16,464 688 17,152	16,659 688 17,347	16,849 688 17,537	17,042 688 17,730	17,233 688 17,921	17,427 688 18,115	17,617 688 18,305	17,807 688 18,495	18,001 688 18,689	18,192 688 18,880	18,385 688 19,073
28	Basic COLA Base	14,160 713 14,873	15,506 713 16,219	16,876 713 17,589	17,073 713 17,786	17,273 713 17,986	17,469 713 18,182	17,669 713 18,382	17,866 713 18,579	18,065 713 18,778	18,265 713 18,978	18,462 713 19,175	18,662 713 19,375	18,858 713 19,571	19,058 713 19,771
29	Basic COLA Base	14,668 739 15,407	16,060 739 16,799	17,477 739 18,216	17,684 739 18,423	17,892 739 18,631	18,095 739 18,834	18,301 739 19,040	18,505 739 19,244	18,716 739 19,455	18,922 739 19,661	19,126 739 19,865	19,333 739 20,072	19,537 739 20,276	19,743 739 20,482
30	Basic COLA Base	15,174 764 15,938	16,616 764 17,380	18,083 764 18,847	18,294 764 19,058	18,510 764 19,274	18,720 764 19,484	18,932 764 19,696	19,146 764 19,910	19,359 764 20,123	19,571 764 20,335	19,784 764 20,548	19,998 764 20,762	20,211 764 20,975	20,423 764 21,187
31	Basic COLA Base	15,678 790 16,468	17,167 790 17,957	18,683 790 19,473	18,905 790 19,695	19,124 790 19,914	19,345 790 20,135	19,563 790 20,353	19,785 790 20,575	20,008 790 20,798	20,227 790 21,017	20,448 790 21,238	20,668 790 21,458	20,889 790 21,679	21,107 790 21,897



\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

RURAL CARRIER EVALUATED SCHEDULE  
 FULL-TIME ANNUAL RATES  
 EFFECTIVE JULY 15, 1989 (PP 16-89)a

RSC R1

HOURS	B	C	1	2	3	4	5	6	7	8	9	10	11	12
32	Basic 16,182 COLA 815 Base 16,997	17,720 815 18,535	19,287 815 20,102	19,514 815 20,329	19,740 815 20,555	19,966 815 20,781	20,195 815 21,010	20,418 815 21,233	20,648 815 21,463	20,876 815 21,691	21,099 815 21,914	21,329 815 22,144	21,556 815 22,371	21,781 815 22,596
33	Basic 16,690 COLA 841 Base 17,531	18,275 841 19,116	19,887 841 20,728	20,121 841 20,962	20,357 841 21,198	20,591 841 21,432	20,827 841 21,668	21,060 841 21,901	21,297 841 22,138	21,530 841 22,371	21,762 841 22,603	22,000 841 22,841	22,234 841 23,075	22,469 841 23,310
34	Basic 17,196 COLA 866 Base 18,062	18,831 866 19,697	20,493 866 21,359	20,734 866 21,600	20,976 866 21,842	21,215 866 22,081	21,457 866 22,323	21,698 866 22,564	21,940 866 22,806	22,182 866 23,048	22,421 866 23,287	22,664 866 23,530	22,904 866 23,770	23,146 866 24,012
35	Basic 17,701 COLA 892 Base 18,593	19,384 892 20,276	21,094 892 21,986	21,345 892 22,237	21,595 892 22,487	21,841 892 22,733	22,090 892 22,982	22,337 892 23,229	22,591 892 23,483	22,839 892 23,731	23,085 892 23,977	23,336 892 24,228	23,583 892 24,475	23,831 892 24,723
36	Basic 18,205 COLA 917 Base 19,122	19,938 917 20,855	21,697 917 22,614	21,950 917 22,867	22,210 917 23,127	22,461 917 23,378	22,716 917 23,633	22,973 917 23,890	23,229 917 24,146	23,484 917 24,401	23,740 917 24,657	23,996 917 24,913	24,249 917 25,166	24,507 917 25,424
37	Basic 18,713 COLA 943 Base 19,656	20,489 943 21,432	22,299 943 23,242	22,563 943 23,506	22,826 943 23,769	23,089 943 24,032	23,350 943 24,293	23,614 943 24,557	23,880 943 24,823	24,142 943 25,085	24,405 943 25,348	24,669 943 25,612	24,932 943 25,875	25,193 943 26,136
38	Basic 19,219 COLA 968 Base 20,187	21,044 968 22,012	22,904 968 23,872	23,174 968 24,142	23,443 968 24,411	23,712 968 24,680	23,984 968 24,952	24,250 968 25,218	24,522 968 25,490	24,793 968 25,761	25,059 968 26,027	25,332 968 26,300	25,601 968 26,569	25,869 968 26,837
39	Basic 19,724 COLA 994 Base 20,718	21,598 994 22,592	23,504 994 24,498	23,781 994 24,775	24,061 994 25,055	24,337 994 25,331	24,615 994 25,609	24,892 994 25,886	25,172 994 26,166	25,447 994 26,441	25,723 994 26,717	26,003 994 26,997	26,279 994 27,273	26,557 994 27,551
40	Basic 20,228 COLA 1,019 Base 21,247	22,151 1,019 23,170	24,108 1,019 25,127	24,391 1,019 25,410	24,676 1,019 25,695	24,958 1,019 25,977	25,243 1,019 26,262	25,526 1,019 26,545	25,811 1,019 26,830	26,096 1,019 27,115	26,378 1,019 27,397	26,664 1,019 27,683	26,946 1,019 27,965	27,231 1,019 28,250
41	Basic 20,987 COLA 1,057 Base 22,044	22,981 1,057 24,038	25,012 1,057 26,069	25,306 1,057 26,363	25,601 1,057 26,658	25,897 1,057 26,954	26,191 1,057 27,248	26,484 1,057 27,541	26,780 1,057 27,837	27,078 1,057 28,135	27,370 1,057 28,427	27,666 1,057 28,723	27,958 1,057 29,015	28,253 1,057 29,310
42	Basic 21,747 COLA 1,095 Base 22,842	23,814 1,095 24,909	25,918 1,095 27,013	26,220 1,095 27,315	26,528 1,095 27,623	26,829 1,095 27,924	27,137 1,095 28,232	27,439 1,095 28,534	27,747 1,095 28,842	28,050 1,095 29,145	28,351 1,095 29,446	28,660 1,095 29,755	28,962 1,095 30,057	29,269 1,095 30,364
43	Basic 22,503 COLA 1,134 Base 23,637	24,641 1,134 25,775	26,818 1,134 27,952	27,135 1,134 28,269	27,453 1,134 28,587	27,767 1,134 28,901	28,081 1,134 29,215	28,397 1,134 29,531	28,715 1,134 29,849	29,032 1,134 30,166	29,343 1,134 30,477	29,663 1,134 30,797	29,978 1,134 31,112	30,291 1,134 31,425
44	Basic 23,265 COLA 1,172 Base 24,437	25,475 1,172 26,647	27,724 1,172 28,896	28,050 1,172 29,222	28,379 1,172 29,551	28,703 1,172 29,875	29,030 1,172 30,202	29,357 1,172 30,529	29,685 1,172 30,857	30,012 1,172 31,184	30,336 1,172 31,508	30,666 1,172 31,838	30,991 1,172 32,163	31,318 1,172 32,490
45	Basic 24,022 COLA 1,210 Base 25,232	26,305 1,210 27,515	28,628 1,210 29,838	28,965 1,210 30,175	29,303 1,210 30,513	29,642 1,210 30,852	29,979 1,210 31,189	30,314 1,210 31,524	30,653 1,210 31,863	30,994 1,210 32,204	31,328 1,210 32,538	31,668 1,210 32,878	32,003 1,210 33,213	32,340 1,210 33,550
46	Basic 24,782 COLA 1,248 Base 26,030	27,137 1,248 28,385	29,533 1,248 30,781	29,878 1,248 31,126	30,229 1,248 31,477	30,573 1,248 31,821	30,923 1,248 32,171	31,268 1,248 32,516	31,619 1,248 32,867	31,965 1,248 33,213	32,309 1,248 33,557	32,661 1,248 33,909	33,006 1,248 34,254	33,355 1,248 34,603
47	Basic 25,538 COLA 1,286 Base 26,824	27,966 1,286 29,252	30,438 1,286 31,724	30,794 1,286 32,080	31,155 1,286 32,441	31,512 1,286 32,798	31,868 1,286 33,154	32,227 1,286 33,513	32,589 1,286 33,875	32,948 1,286 34,234	33,302 1,286 34,588	33,664 1,286 34,950	34,022 1,286 35,308	34,378 1,286 35,664
48	Basic 26,296 COLA 1,325 Base 27,621	28,796 1,325 30,121	31,340 1,325 32,665	31,709 1,325 33,034	32,079 1,325 33,404	32,447 1,325 33,772	32,817 1,325 34,142	33,186 1,325 34,511	33,557 1,325 34,882	33,927 1,325 35,252	34,295 1,325 35,620	34,666 1,325 35,991	35,034 1,325 36,359	35,404 1,325 36,729

NOTE: General Increase: at 40 hours, \$300 per year





\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*

SUBSTITUTE RURAL CARRIER  
6 DAY EVALUATED SCHEDULE  
EFFECTIVE JULY 15, 1989 (PP 16-89)a

RSC R1

HOURS		B	C	1	2	3	4	5	6	7	8	9	10	11	12
32	Basic	53.58	58.68	63.86	64.62	65.36	66.11	66.87	67.61	68.37	69.13	69.86	70.63	71.38	72.12
	COLA	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
	Base	56.28	61.38	66.56	67.32	68.06	68.81	69.57	70.31	71.07	71.83	72.56	73.33	74.08	74.82
33	Basic	55.26	60.51	65.85	66.63	67.41	68.18	68.96	69.74	70.52	71.29	72.06	72.85	73.62	74.40
	COLA	2.78	2.78	2.78	2.78	2.78	2.78	2.78	2.78	2.78	2.78	2.78	2.78	2.78	2.78
	Base	58.04	63.29	68.63	69.41	70.19	70.96	71.74	72.52	73.30	74.07	74.84	75.63	76.40	77.18
34	Basic	56.94	62.35	67.86	68.66	69.46	70.25	71.05	71.85	72.65	73.45	74.24	75.05	75.84	76.64
	COLA	2.87	2.87	2.87	2.87	2.87	2.87	2.87	2.87	2.87	2.87	2.87	2.87	2.87	2.87
	Base	59.81	65.22	70.73	71.53	72.33	73.12	73.92	74.72	75.52	76.32	77.11	77.92	78.71	79.51
35	Basic	58.61	64.19	69.85	70.68	71.51	72.32	73.15	73.96	74.80	75.63	76.44	77.27	78.09	78.91
	COLA	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95
	Base	61.56	67.14	72.80	73.63	74.46	75.27	76.10	76.91	77.75	78.58	79.39	80.22	81.04	81.86
36	Basic	60.28	66.02	71.84	72.68	73.54	74.37	75.22	76.07	76.92	77.76	78.61	79.46	80.29	81.15
	COLA	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
	Base	63.32	69.06	74.88	75.72	76.58	77.41	78.26	79.11	79.96	80.80	81.65	82.50	83.33	84.19
37	Basic	61.96	67.84	73.84	74.71	75.58	76.45	77.32	78.19	79.07	79.94	80.81	81.69	82.56	83.42
	COLA	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12	3.12
	Base	65.08	70.96	76.96	77.83	78.70	79.57	80.44	81.31	82.19	83.06	83.93	84.81	85.68	86.54
38	Basic	63.64	69.68	75.84	76.74	77.63	78.52	79.42	80.30	81.20	82.10	82.98	83.88	84.77	85.66
	COLA	3.21	3.21	3.21	3.21	3.21	3.21	3.21	3.21	3.21	3.21	3.21	3.21	3.21	3.21
	Base	66.85	72.89	79.05	79.95	80.84	81.73	82.63	83.51	84.41	85.31	86.19	87.09	87.98	88.87
39	Basic	65.31	71.52	77.83	78.75	79.67	80.59	81.51	82.42	83.35	84.26	85.18	86.10	87.02	87.94
	COLA	3.29	3.29	3.29	3.29	3.29	3.29	3.29	3.29	3.29	3.29	3.29	3.29	3.29	3.29
	Base	68.60	74.81	81.12	82.04	82.96	83.88	84.80	85.71	86.64	87.55	88.47	89.39	90.31	91.23
40	Basic	66.98	73.35	79.83	80.76	81.71	82.64	83.59	84.52	85.47	86.41	87.34	88.29	89.23	90.17
	COLA	3.37	3.37	3.37	3.37	3.37	3.37	3.37	3.37	3.37	3.37	3.37	3.37	3.37	3.37
	Base	70.35	76.72	83.20	84.13	85.08	86.01	86.96	87.89	88.84	89.78	90.71	91.66	92.60	93.54
41	Basic	69.49	76.10	82.82	83.79	84.77	85.75	86.73	87.70	88.68	89.66	90.63	91.61	92.58	93.55
	COLA	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50
	Base	72.99	79.60	86.32	87.29	88.27	89.25	90.23	91.20	92.18	93.16	94.13	95.11	96.08	97.05
42	Basic	72.01	78.85	85.82	86.82	87.84	88.84	89.86	90.86	91.88	92.88	93.88	94.90	95.90	96.92
	COLA	3.63	3.63	3.63	3.63	3.63	3.63	3.63	3.63	3.63	3.63	3.63	3.63	3.63	3.63
	Base	75.64	82.48	89.45	90.45	91.47	92.47	93.49	94.49	95.51	96.51	97.51	98.53	99.53	100.55
43	Basic	74.51	81.59	88.80	89.85	90.90	91.94	92.98	94.03	95.08	96.13	97.16	98.22	99.26	100.30
	COLA	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75
	Base	78.26	85.34	92.55	93.60	94.65	95.69	96.73	97.78	98.83	99.88	100.91	101.97	103.01	104.05
44	Basic	77.04	84.35	91.80	92.88	93.97	95.04	96.13	97.21	98.29	99.38	100.45	101.54	102.62	103.70
	COLA	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88
	Base	80.92	88.23	95.68	96.76	97.85	98.92	100.01	101.09	102.17	103.26	104.33	105.42	106.50	107.58
45	Basic	79.54	87.10	94.79	95.91	97.03	98.15	99.27	100.38	101.50	102.63	103.74	104.86	105.97	107.09
	COLA	4.01	4.01	4.01	4.01	4.01	4.01	4.01	4.01	4.01	4.01	4.01	4.01	4.01	4.01
	Base	83.55	91.11	98.80	99.92	101.04	102.16	103.28	104.39	105.51	106.64	107.75	108.87	109.98	111.10
46	Basic	82.06	89.86	97.79	98.93	100.10	101.24	102.39	103.54	104.70	105.84	106.98	108.15	109.29	110.45
	COLA	4.13	4.13	4.13	4.13	4.13	4.13	4.13	4.13	4.13	4.13	4.13	4.13	4.13	4.13
	Base	86.19	93.99	101.92	103.06	104.23	105.37	106.52	107.67	108.83	109.97	111.11	112.28	113.42	114.58
47	Basic	84.56	92.60	100.79	101.97	103.16	104.34	105.52	106.71	107.91	109.10	110.27	111.47	112.66	113.83
	COLA	4.26	4.26	4.26	4.26	4.26	4.26	4.26	4.26	4.26	4.26	4.26	4.26	4.26	4.26
	Base	88.82	96.86	105.05	106.23	107.42	108.60	109.78	110.97	112.17	113.36	114.53	115.73	116.92	118.09
48	Basic	87.07	95.35	103.77	105.00	106.22	107.44	108.67	109.89	111.12	112.34	113.56	114.79	116.01	117.23
	COLA	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39
	Base	91.46	99.74	108.16	109.39	110.61	111.83	113.06	114.28	115.51	116.73	117.95	119.18	120.40	121.62

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*  
SUBSTITUTE RURAL CARRIER  
5 1/2 DAY EVALUATED SCHEDULE  
EFFECTIVE JULY 15, 1989 (PP 16-89)a

RSC R1

HOURS		B	C	1	2	3	4	5	6	7	8	9	10	11	12
41	Basic	76.04	83.26	90.62	91.69	92.76	93.83	94.89	95.96	97.03	98.11	99.17	100.24	101.30	102.37
	COLA	3.83	3.83	3.83	3.83	3.83	3.83	3.83	3.83	3.83	3.83	3.83	3.83	3.83	3.83
	Base	79.87	87.09	94.45	95.52	96.59	97.66	98.72	99.79	100.86	101.94	103.00	104.07	105.13	106.20
42	Basic	78.79	86.28	93.91	95.00	96.12	97.21	98.32	99.42	100.53	101.63	102.72	103.84	104.93	106.05
	COLA	3.97	3.97	3.97	3.97	3.97	3.97	3.97	3.97	3.97	3.97	3.97	3.97	3.97	3.97
	Base	82.76	90.25	97.88	98.97	100.09	101.18	102.29	103.39	104.50	105.60	106.69	107.81	108.90	110.02
43	Basic	81.53	89.28	97.17	98.32	99.47	100.61	101.74	102.89	104.04	105.19	106.32	107.47	108.62	109.75
	COLA	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11
	Base	85.64	93.39	101.28	102.43	103.58	104.72	105.85	107.00	108.15	109.30	110.43	111.58	112.73	113.86
44	Basic	84.29	92.30	100.45	101.63	102.82	104.00	105.18	106.37	107.55	108.74	109.91	111.11	112.29	113.47
	COLA	4.25	4.25	4.25	4.25	4.25	4.25	4.25	4.25	4.25	4.25	4.25	4.25	4.25	4.25
	Base	88.54	96.55	104.70	105.88	107.07	108.25	109.43	110.62	111.80	112.99	114.16	115.36	116.54	117.72
45	Basic	87.04	95.31	103.72	104.95	106.17	107.40	108.62	109.83	111.06	112.30	113.51	114.74	115.95	117.17
	COLA	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38
	Base	91.42	99.69	108.10	109.33	110.55	111.78	113.00	114.21	115.44	116.68	117.89	119.12	120.33	121.55
46	Basic	89.79	98.32	107.00	108.25	109.53	110.77	112.04	113.29	114.56	115.82	117.06	118.34	119.59	120.85
	COLA	4.52	4.52	4.52	4.52	4.52	4.52	4.52	4.52	4.52	4.52	4.52	4.52	4.52	4.52
	Base	94.31	102.84	111.52	112.77	114.05	115.29	116.56	117.81	119.08	120.34	121.58	122.86	124.11	125.37

\*\*\*\*\* RETIREE ELIGIBLE SCHEDULE \*\*\*\*\*  
SUBSTITUTE RURAL CARRIER  
5 DAY EVALUATED SCHEDULE  
EFFECTIVE JULY 15, 1989 (PP 16-89)a

RSC R1

HOURS		B	C	1	2	3	4	5	6	7	8	9	10	11	12
40	Basic	80.91	88.60	96.43	97.56	98.70	99.83	100.97	102.10	103.24	104.38	105.51	106.66	107.78	108.92
	COLA	4.08	4.08	4.08	4.08	4.08	4.08	4.08	4.08	4.08	4.08	4.08	4.08	4.08	4.08
	Base	84.99	92.68	100.51	101.64	102.78	103.91	105.05	106.18	107.32	108.46	109.59	110.74	111.86	113.00
41	Basic	83.95	91.92	100.05	101.22	102.40	103.59	104.76	105.94	107.12	108.31	109.48	110.66	111.83	113.01
	COLA	4.23	4.23	4.23	4.23	4.23	4.23	4.23	4.23	4.23	4.23	4.23	4.23	4.23	4.23
	Base	88.18	96.15	104.28	105.45	106.63	107.82	108.99	110.17	111.35	112.54	113.71	114.89	116.06	117.24
42	Basic	86.99	95.26	103.67	104.88	106.11	107.32	108.55	109.76	110.99	112.20	113.40	114.64	115.85	117.08
	COLA	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38	4.38
	Base	91.37	99.64	108.05	109.26	110.49	111.70	112.93	114.14	115.37	116.58	117.78	119.02	120.23	121.46
43	Basic	90.01	98.56	107.27	108.54	109.81	111.07	112.32	113.59	114.86	116.13	117.37	118.65	119.91	121.16
	COLA	4.54	4.54	4.54	4.54	4.54	4.54	4.54	4.54	4.54	4.54	4.54	4.54	4.54	4.54
	Base	94.55	103.10	111.81	113.08	114.35	115.61	116.86	118.13	119.40	120.67	121.91	123.19	124.45	125.70
44	Basic	93.06	101.90	110.90	112.20	113.52	114.81	116.12	117.43	118.74	120.05	121.34	122.66	123.96	125.27
	COLA	4.69	4.69	4.69	4.69	4.69	4.69	4.69	4.69	4.69	4.69	4.69	4.69	4.69	4.69
	Base	97.75	106.59	115.59	116.89	118.21	119.50	120.81	122.12	123.43	124.74	126.03	127.35	128.65	129.96
45	Basic	96.09	105.22	114.51	115.86	117.21	118.57	119.92	121.26	122.61	123.96	125.31	126.67	128.01	129.36
	COLA	4.84	4.84	4.84	4.84	4.84	4.84	4.84	4.84	4.84	4.84	4.84	4.84	4.84	4.84
	Base	100.93	110.06	119.35	120.70	122.05	123.41	124.76	126.10	127.45	128.82	130.15	131.51	132.85	134.20
46	Basic	99.13	108.55	118.13	119.51	120.92	122.29	123.69	125.07	126.48	127.86	129.24	130.64	132.02	133.42
	COLA	4.99	4.99	4.99	4.99	4.99	4.99	4.99	4.99	4.99	4.99	4.99	4.99	4.99	4.99
	Base	104.12	113.54	123.12	124.50	125.91	127.28	128.68	130.06	131.47	132.85	134.23	135.63	137.01	138.41
47	Basic	102.15	111.86	121.75	123.18	124.62	126.05	127.47	128.91	130.36	131.79	133.21	134.66	136.09	137.51
	COLA	5.14	5.14	5.14	5.14	5.14	5.14	5.14	5.14	5.14	5.14	5.14	5.14	5.14	5.14
	Base	107.29	117.00	126.89	128.32	129.76	131.19	132.61	134.05	135.50	136.93	138.35	139.80	141.23	142.65
48	Basic	105.18	115.18	125.36	126.84	128.32	129.79	131.27	132.74	134.23	135.71	137.18	138.66	140.14	141.62
	COLA	5.30	5.30	5.30	5.30	5.30	5.30	5.30	5.30	5.30	5.30	5.30	5.30	5.30	5.30
	Base	110.48	120.48	130.66	132.14	133.62	135.09	136.57	138.04	139.53	141.01	142.48	143.96	145.44	146.92



EXECUTIVE AND ADMINISTRATIVE SCHEDULE (EAS) STEP SCHEDULE EFFECTIVE JULY 15, 1989 (PP 16-89)											
RSC E	EAS										STEP
GRADE		1	2	3	4	5	6	7	8	9	INCR.
1	Basic	16,666	17,085	17,504	17,923	18,342	18,761	19,180	19,599	20,018	419
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	17,956	18,375	18,794	19,213	19,632	20,051	20,470	20,889	21,308	
2	Basic	17,298	17,738	18,178	18,618	19,058	19,498	19,938	20,378	20,818	440
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	18,588	19,028	19,468	19,908	20,348	20,788	21,228	21,668	22,108	
3	Basic	17,929	18,394	18,859	19,324	19,789	20,254	20,719	21,184	21,649	465
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	19,219	19,684	20,149	20,614	21,079	21,544	22,009	22,474	22,939	
4	Basic	18,725	19,222	19,719	20,216	20,713	21,210	21,707	22,204	22,701	497
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	20,015	20,512	21,009	21,506	22,003	22,500	22,997	23,494	23,991	
5	Basic	19,446	19,966	20,486	21,006	21,526	22,046	22,566	23,086	23,606	520
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	20,736	21,256	21,776	22,296	22,816	23,336	23,856	24,376	24,896	
6	Basic	20,199	20,751	21,303	21,855	22,407	22,959	23,511	24,063	24,615	552
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	21,489	22,041	22,593	23,145	23,697	24,249	24,801	25,353	25,905	
7	Basic	20,877	21,493	22,109	22,725	23,341	23,957	24,573	25,189	25,805	616
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	22,167	22,783	23,399	24,015	24,631	25,247	25,863	26,479	27,095	
8	Basic	21,801	22,453	23,105	23,757	24,409	25,061	25,713	26,365	27,017	652
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	23,091	23,743	24,395	25,047	25,699	26,351	27,003	27,655	28,307	
9	Basic	22,725	23,415	24,105	24,795	25,485	26,175	26,865	27,555	28,245	690
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	24,015	24,705	25,395	26,085	26,775	27,465	28,155	28,845	29,535	
10	Basic	23,642	24,368	25,094	25,820	26,546	27,272	27,998	28,724	29,450	726
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	24,932	25,658	26,384	27,110	27,836	28,562	29,288	30,014	30,740	
11	Basic	24,876	25,654	26,432	27,210	27,988	28,766	29,544	30,322	31,100	778
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	26,166	26,944	27,722	28,500	29,278	30,056	30,834	31,612	32,390	
12	Basic	25,663	26,521	27,379	28,237	29,095	29,953	30,811	31,669	32,527	858
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	26,953	27,811	28,669	29,527	30,385	31,243	32,101	32,959	33,817	
15	Basic	26,748	27,650	28,552	29,454	30,356	31,258	32,160	33,062	33,964	902
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	28,038	28,940	29,842	30,744	31,646	32,548	33,450	34,352	35,254	
14	Basic	28,010	28,967	29,924	30,881	31,838	32,795	33,752	34,709	35,666	957
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	29,300	30,257	31,214	32,171	33,128	34,085	35,042	35,999	36,956	
15	Basic	29,396	30,412	31,428	32,444	33,460	34,476	35,492	36,508	37,524	1,016
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	30,686	31,702	32,718	33,734	34,750	35,766	36,782	37,798	38,814	
16	Basic	30,616	31,685	32,754	33,823	34,892	35,961	37,030	38,099	39,168	1,069
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	31,906	32,975	34,044	35,113	36,182	37,251	38,320	39,389	40,458	
17	Basic	31,875	33,064	34,253	35,442	36,631	37,820	39,009	40,198	41,387	1,189
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	33,165	34,354	35,543	36,732	37,921	39,110	40,299	41,488	42,677	
18	Basic	33,397	34,656	35,915	37,174	38,433	39,692	40,951	42,210	43,469	1,259
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	34,687	35,946	37,205	38,464	39,723	40,982	42,241	43,500	44,759	
19	Basic	34,930	36,259	37,588	38,917	40,246	41,575	42,904	44,233	45,562	1,329
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	36,220	37,549	38,878	40,207	41,536	42,865	44,194	45,523	46,852	

NOTE: General Increase: 2.6% of annual basic salary in effect on July 14, 1989

EXECUTIVE AND ADMINISTRATIVE SCHEDULE (EAS) NON-STEP SCHEDULE EFFECTIVE JULY 15, 1989 (PP 16-89)				
RSC B	EAS			
GRADE		MINIMUM	MIDPOINT	MAXIMUM
20	Basic	36,120	42,186	48,252
	COLA	1,290	1,290	1,290
	Base	37,410	43,476	49,542
21	Basic	37,827	44,228	50,628
	COLA	1,290	1,290	1,290
	Base	39,117	45,518	51,918
22	Basic	39,619	46,371	53,123
	COLA	1,290	1,290	1,290
	Base	40,909	47,661	54,413
23	Basic	41,480	48,621	55,762
	COLA	1,290	1,290	1,290
	Base	42,770	49,911	57,052
24	Basic	43,390	50,978	58,566
	COLA	1,290	1,290	1,290
	Base	44,680	52,268	59,856
25	Basic	45,435	53,458	61,480
	COLA	1,290	1,290	1,290
	Base	46,725	54,748	62,770
26	Basic	47,916	56,054	64,192
	COLA	1,290	1,290	0
	Base	49,206	57,344	64,192
27	Basic	50,453	58,789	67,125
	COLA	1,290	1,290	0
	Base	51,743	60,079	67,125

NOTE: An employee with a basic salary of \$64,192 or more does not receive COLA. If an employee has a basic salary of less than \$64,192, the base salary including COLA cannot exceed \$64,192.

## EAS POSTMASTER SCHEDULE

JULY 15, 1989 (PP 16-89)

RSC F

EPM GRADE	STEPS=>	1	2	3	4	5	6	7	8	STEP INCR.
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### HOURLY RATES

A-E	Basic	8.46	8.69	8.92	9.15	9.37	9.60	9.83	10.06	
	COLA	0.62	0.62	0.62	0.62	0.62	0.62	0.62	0.62	
	Base	9.08	9.31	9.54	9.77	9.99	10.22	10.45	10.68	

### FULL-TIME EQUIVALENT RATES

A-E	Basic	17,605	18,078	18,551	19,024	19,497	19,970	20,443	20,916	473
	COLA	1,290	1,290	1,290	1,290	1,290	1,290	1,290	1,290	
	Base	18,895	19,368	19,841	20,314	20,787	21,260	21,733	22,206	

SERVICE  
HOURS  
(WEEKLY)

### ANNUAL EQUIVALENT RATES

A(51) 12 HOURS	Basic	5,283	5,425	5,567	5,709	5,851	5,993	6,135	6,277	142
	COLA	387	387	387	387	387	387	387	387	
	Base	5,670	5,812	5,954	6,096	6,238	6,380	6,522	6,664	
B(52) 18 HOURS	Basic	7,922	8,135	8,348	8,561	8,774	8,987	9,200	9,413	213
	COLA	580	580	580	580	580	580	580	580	
	Base	8,502	8,715	8,928	9,141	9,354	9,567	9,780	9,993	
C(53) 24 HOURS	Basic	10,572	10,855	11,138	11,421	11,704	11,987	12,270	12,553	283
	COLA	774	774	774	774	774	774	774	774	
	Base	11,346	11,629	11,912	12,195	12,478	12,761	13,044	13,327	
D(54) 30 HOURS	Basic	13,208	13,563	13,918	14,273	14,628	14,983	15,338	15,693	355
	COLA	967	967	967	967	967	967	967	967	
	Base	14,175	14,530	14,885	15,240	15,595	15,950	16,305	16,660	
E(55) 36 HOURS	Basic	15,844	16,270	16,696	17,122	17,548	17,974	18,400	18,826	426
	COLA	1,161	1,161	1,161	1,161	1,161	1,161	1,161	1,161	
	Base	17,005	17,431	17,857	18,283	18,709	19,135	19,561	19,987	

NOTE: General Increase: 2.6% of annual basic salary in effect on July 14, 1989







# WATCH OUT-KIDS DON'T



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**INVALID EXPRESS MAIL CORPORATE ACCOUNT NUMBERS—Continued**

761689	782142	794055	804107	841261	856425	900647	902841	917828	928796	945344	951072	972727
761701	782161	794137	805088	841283	856469	900679	902884	918002	928799	945353	951089	972752
761711	782186	794179	805099	841292	856486	900703	902985	918012	928821	945383	951113	973223
761721	782188	794195	805130	841324	860015	900726	902994	918018	931396	945385	951116	973228
762058	782212	794223	805139	841338	860061	900732	903015	918082	931513	945416	951124	973251
763090	782276	794266	805142	841343	860067	900746	903096	920050	931514	945424	951130	980023
763103	782320	794267	805152	841357	860108	900751	903103	920118	931523	945430	951140	980030
763118	782329	794352	805209	841368	860115	900785	903204	921455	931619	945434	951347	980034
763120	782410	794360	805220	841431	871319	900826	903301	921684	931636	945452	952209	980064
765510	782418	794362	805248	841458	871323	900907	903335	921689	931827	945462	952221	980093
765514	782466	794364	806041	841545	891200	900917	903324	921722	931850	945483	952230	980124
767542	782486	799156	806099	841603	891206	900921	907022	921737	931886	945488	952232	980152
769519	784185	799178	809002	841625	891225	900937	907110	921744	931922	945493	952253	981213
770559	784202	799221	809008	841647	891228	900965	907114	921757	932052	945507	952257	981517
770614	784218	799237	809032	843033	891235	900981	907208	921764	932504	945508	953001	981518
770700	784223	799251	809044	846064	891240	901003	907275	921805	932540	945509	953006	981518
770848	784243	799256	809051	847045	891265	901004	907334	921924	933131	945524	953238	981583
770855	784244	800101	809062	847058	891277	901054	907335	921966	933287	945535	953248	981683
771147	784258	800175	809064	850016	891280	901189	907378	922042	935062	945544	954142	981687
771149	784259	801035	809085	850032	891305	901506	907639	922088	935094	945568	958149	981708
771153	785336	801074	809102	850039	891307	901520	907669	922119	935123	945615	958159	981719
771173	785385	801097	809113	850123	891317	901620	907727	924157	935139	946153	958161	981772
771178	785387	801212	809131	850129	891318	901641	907732	924218	937335	946157	958178	981798
771193	787369	801250	809138	850174	891325	901800	907763	924274	937428	946170	958191	981866
771230	787451	802020	809147	850183	891326	901809	907843	926038	939069	946180	958236	981907
771303	787485	802026	809154	850266	891332	901855	907851	926079	939083	946181	958241	981911
771312	787521	802042	810017	850365	891341	901867	907933	926087	939109	946187	958291	981938
771336	787545	802058	810021	850390	891348	901876	910206	926156	939117	946188	958295	983013
772067	787583	802135	813014	850415	891351	901926	910216	926633	939118	946197	958302	984074
772124	787659	802139	813027	850416	891353	901932	910223	926681	939137	946215	958309	989042
772234	788003	802141	813045	850443	891359	902390	910291	926835	940413	946222	958335	989054
772338	788006	802156	813047	850452	891365	902431	911099	926867	940437	947034	958354	989059
772365	790013	802190	813226	850455	891376	902455	912242	926896	940469	948047	958359	992080
772380	790252	802217	813237	850471	891397	902480	912259	926930	940491	948057	958362	992283
772468	790306	802250	815054	850472	891401	902491	912265	927303	941002	948058	958388	992324
772486	791081	802362	816056	850503	891402	902552	912294	927312	941177	949151	958427	992333
772749	791102	802386	816072	850518	891405	902595	912296	927343	941282	950009	958429	992378
772854	791108	802483	816224	850520	895135	902610	912333	927372	941303	950033	958430	992379
772872	791110	802731	816238	850527	895185	902614	913673	927382	941421	950099	959007	992390
772893	791117	802772	825450	850531	895203	902638	913692	927392	941467	950165	959022	992493
772897	791201	802773	826203	850549	895225	902652	913702	927438	941494	950168	960030	992499
772917	791222	802778	827018	850532	895226	902741	913729	927452	941560	950179	967041	992526
772933	791259	802852	833250	850578	895236	902769	913745	927592	941579	950306	968497	992578
773113	791276	802870	836310	850584	895238	902771	913870	928142	941606	950315	968571	992590
778004	791319	802966	837080	850602	895246	902774	913901	928219	941607	950317	968593	992599
780007	791320	803056	840036	850629	900197	902780	913905	928485	941651	950353	968727	992627
780047	791331	803070	840056	850631	900208	902781	913908	928659	941661	950363	972232	992669
781025	791344	803130	840061	850646	900237	902787	913960	928685	945273	950371	972270	992699
782040	791347	803145	840070	856070	900278	902795	914021	928686	945281	950397	972352	992727
782060	791350	803152	840122	856155	900282	902799	914086	928690	945323	950398	972470	992732
782114	791362	804053	840125	856276	900415	902814	914277	928697	945324	951042	972488	992733
782137	793016	804105	840132	856369	900581	902815	917682	928768	945337	951064	972594	992796

—Marketing Dept., 7-6-89.



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