

Starting Pay and Job Descriptions

City Carrier Assistant (CCA) - \$19.33 - Delivers and collects mail on foot or by vehicle under varying road and weather conditions in a prescribed area; maintains professional and effective public relations with customers and others, requiring a general familiarity with postal laws, regulations, products and procedures commonly used, and geography of the area. Position typically fastest to be converted to career, and works most hours.

PTF City Carrier (In select cities) - \$22.18, Career position

Rural Carrier Associate (RCA) - \$19.94 - Cases, delivers, and collects mail along a prescribed rural route using a vehicle; provides customers on the route with a variety of services. May only work 1-2 days per week. Vehicle may be needed.

PTF Rural Carrier (In select cities) - \$24.42, Career position

Assistant Rural Carrier (ARC) - \$19.94 - Using dynamic route descriptions, delivers packages on Sundays and observed holidays. May case, deliver, and collect mail and packages on Saturday along a prescribed rural route using a vehicle. Works only weekends and observed holidays.

Postal Support Employee (PSE) 813 Mail Processing Clerk - \$20.05 - Performs a variety of clerk duties required to process mail using automated mail processing equipment or manual methods of sortation and distribution. Positions can be located in processing & distribution centers or customer service.

Postal Support Employee (PSE) 814 Sales, Services & Distribution Associate - \$20.05 - Performs distribution and a variety of sales and customer support services for products, maintains pleasant and effective public relations with customers and others requiring a general familiarity with postal laws, regulations, and procedures commonly used.

Postmaster Relief (PMR) - \$14.61 - Performs a variety of supervisory, window, box, general delivery, rural route, highway contract route, or city delivery services to support a small community when the Postmaster is on leave or not available. Typically in small towns, and only in 2-hour offices.

Employment Requirements

- 18 years old at the time of appointment or 16 years old with a high school diploma
- United States citizen, permanent resident, or citizen of American Samoa or other U.S. territory
- Recent employment history
- Ability to pass a criminal background check, drug screening, and medical assessment
- 5 YEAR residency within United States or territory of US is needed for background investment.
- Safe driving record (if applicable to the position) must have two years of safe, unsupervised documented driving experience in the United States.
- Must be registered with [Selective Service](#) if male born after December 31, 1959.

Working at USPS

The United States Postal Service® is the second largest employer in the United States. We offer our team variety, training, and ways to move up. We have specific programs for recent grads and skills matching for applicants with military experience.

From mail carriers to corporate management, we work together to provide efficient, affordable service to the American public. USPS® is an excellent workplace for self-motivated people who enjoy independence and measurable goals with the added satisfaction of serving our communities.

Benefits

Great benefits include more than good pay. USPS career employees have competitive salaries and premium benefits.

- Multiple health and life insurance choices
- Dental and Vision insurance
- Retirement and thrift savings plans
- Generous vacation time and sick leave
- Qualifying education assistance
- 11 paid holidays per year
- Flexible Spending Accounts
- Long Term care insurance
- Career Development & Training

Building a Career at USPS

Our workers are the backbone of USPS service. We want to develop and advance careers within USPS, so our development programs train and prepare our employees for promotions and growth in a variety of USPS business areas.

Diversity & Inclusion

It is the policy of USPS to provide equal employment opportunity and prevent employment discrimination. We seek to attract and retain a diverse workforce in which employees respect and value each other's differences and work to promote collaboration, flexibility, and fairness so that all employees are able to participate and contribute to their full potential. Should you become a USPS employee, you will be required to perform your duties in a manner that complies with these policies and objectives.

Benefit Information

PSE - Non-career 360-day term with possibility of reappointment. May lead to career position. Benefits include PTO at 1 hr for every 20 hrs in pay status, holiday pay for 6 holidays, and pay raises per APWU National Agreement. Immediately eligible for USPSHB Plan with a \$125 employer premium contribution. Contribution towards greater than Self Only is 65% (75% if reappointed). Upon a conditional reappointment to a 2nd 360-day term after a break in service of no more than 5 days, eligible for: health insurance under FEHB with Postal premium contributions towards APWU CDHP; dental and vision insurance through FEDVIP; flexible spending accounts through FSAFEDS and long term care insurance through FLTCIP. Wounded Warrior leave available if eligible.

CCA - Non-career 360-day term with possibility of reappointment. May lead to career position. Benefits include paid leave at the rate of 1 hr for every 20 hrs in pay status, holiday pay for 6 holidays, and pay raises per NALC National Agreement. Immediately eligible for USPSHB Plan with a \$125 Postal premium contribution towards Self Only. Employer contribution towards greater than Self Only is 65% (75% for subsequent appointments). Upon reappointment to a second 360-day term after a 5-day break in service eligible for: health insurance under FEHB; dental and vision insurance through FEDVIP; flexible spending accounts through FSAFEDS and long-term care insurance through FLTCIP. Wounded Warrior leave available if eligibility criteria are met. Effective Plan Year 2022, the Postal Service will make a bi-weekly contribution equal to 75% of the total premium for any CCA employee who wishes to participate in the USPS Plan for self, self plus one, or family coverage, regardless of year of employment.

RCA - This is a non-career position, which may lead to a career position. Benefits include paid leave at the rate of 1 hr for every 20 hrs in pay status and pay raises per NALC National Agreement. RCAs are immediately eligible to enroll in the USPS Health Benefits Plan with a Postal Service premium contribution. After completing one year without a break in service of more than 5 days, RCAs may also be eligible for: health insurance under the Federal Employees Health Benefits Program (FEHB); dental and vision insurance through the Federal Employees Dental and Vision Insurance Program (FEDVIP); flexible spending accounts program through FSAFEDS and long term care insurance through the Federal Long Term Care Insurance Program (FLTCIP). May receive Wounded Warrior leave provided eligibility criteria are met

PMR - This is a non-career position. Benefits include the accrual of paid time off (leave) at the rate of 1 hour for every 20 hours in which an employee is in a pay status in each pay period. PMRs are immediately eligible to enroll in the USPS Health Benefits Plan with a Postal Service premium contribution. After one year of service without a break in service of more than 5 days, eligible for: health insurance under the Federal Employees Health Benefits Program (FEHB); dental and vision insurance through FEDVIP; flexible spending accounts through FSAFEDS and long-term care insurance through the Federal Long Term Care Insurance Program (FLTCIP). May receive Wounded Warrior leave provided eligibility criteria are met. SALARY RANGE: \$14.61 per hour paid bi-weekly

Career Positions - This is a career position which offers excellent benefits. Newly hired employees are covered by the Federal Employees Retirement System (FERS). Upon hire, employees are eligible to contribute into the Thrift Savings Plan (TSP) which is similar to 401(k) plans. We also offer the option to enroll into the Federal Employees Health Benefits (FEHB) program as well as the Federal Employees Group Life Insurance (FGLI). Dental, Vision and Long-Term Care Insurance Programs as well as Flexible Spending Accounts to cover eligible out-of-pocket health care and dependent care (day care) expenses are also available. We offer extra pay when working on a federal holiday (11 per calendar year) as well as accrued vacation and sick leave.