

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

Board Memo 035-2021: MPOO Revised Criteria USPS Final Decision

Executive Board,

NAPS HQ had a briefing regarding the USPS proposal to revise the Manager, Post Office Operations (MPOO) criteria. Attached, is the USPS response after NAPS provided its recommendation.

Please share the attached with our membership. This memo and attachment will also be posted on the NAPS website.

Thank you and be safe.

LABOR RELATIONS



May 14, 2021

Mr. Brian J. Wagner
President
National Association
of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in reference to our March 19 correspondence proposing revision to the criteria of the Manager, Post Office Operations (MPOO) positions and your May 11 recommendations to that proposal. The recommendation from the National Association of Postal Supervisors was "that the current MPOO methodology be maintained until the territorial changes can be validated adequately to justify MPOO position reductions." Thank you for your input.

The Postal Service has given full and fair consideration to your recommendation. The territorial changes of the 50 Districts have already been established and verified by Subject Matter Experts (SME) prior to the announcement of the reduction in the number of districts and realignment.

The proposed staffing matrix was vetted by subject matter experts (SME) prior to proposing the revision to NAPS. As discussed in our briefing on this proposal, the staffing matrix was revised by using a cluster analysis, grouping like districts together. The prior staffing matrix did not authorize greater than 8 MPOO positions per District. Two additional levels were established to account for larger districts requiring additional MPOO positions beyond the current matrix. Further, the proposed staffing criteria will result in a significant increase in the number of Level 25 MPOO positions.

This recommendation is not adopted. The Postal Service has decided, pursuant to Title 39 §1004, to implement the proposed staffing matrix. However, the special consideration criteria will be modified to reduce the number of miles between level 24 post offices for a district to qualify for a Level 23 MPOO position to be upgraded to a Level 25. The criteria will be reduced to 75 miles and is enclosed.

Sincerely,

A handwritten signature in blue ink that reads "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure



UNITED STATES
POSTAL SERVICE®

Special Consideration

- To give additional consideration to districts that have coverage concerns given the MPOO level matrix, the following is applied;
 - Districts with level 24 post offices 75 miles or more from another level 24 post office may qualify for a level 23 authorized MPOO to be upgraded to a level 25 MPOO, beyond their current authorized level 25 complement.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
Phone (703) 836-9660

May 11, 2021

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: NAPS Response – USPS Proposed Revision of MPOO Criteria

Dear Bruce,

The National Association of Postal Supervisors (NAPS) received the Postal Service's March 19, 2021 correspondence and PowerPoint presentation notifying our association of the USPS proposal to revise the current criteria for the following Manager, Post Office Operations (MPOO) positions listed below. In accordance with Title 39, NAPS received a briefing on Tuesday, April 20, 2021 regarding this respective USPS MPOO proposal.

- Manager, Post Office Operations (EAS-23), Occupation Code: 2301-0009
- Manager, Post Office Operations (EAS-25), Occupation Code: 2301-7137

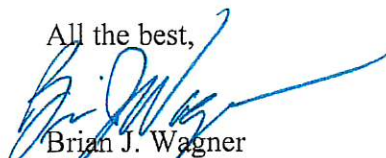
It is NAPS's recommendation that the current MPOO methodology (see below) be maintained until the territorial changes can be validated adequately to justify MPOO position reductions.

**Manager, Post Office Operations Matrix
Current**

Min	Max	# MPOOs Earned
0	6.99	1
7	12.99	2
13	18.99	3
19	24.99	4
25	30.99	5
31	36.99	6
37	42.99	7
43	60.99	8

Thank you for your consideration of NAPS's recommendation. Please contact me if you have any questions.

All the best,



Brian J. Wagner
National President

Representing supervisors, managers and postmasters in the United States Postal Service



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
Phone (703) 836-9660

March 25, 2021

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: NAPS Briefing Request – Proposed Revision of MPOO Criteria

Dear Bruce,

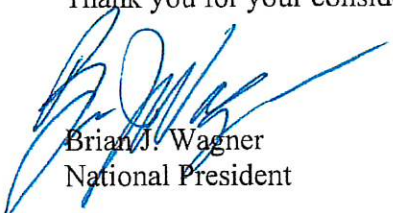
The National Association of Postal Supervisors (NAPS) is in receipt of your Postal Service's March 19, 2021 correspondence and PowerPoint presentation notifying our association of the USPS proposal to revise the current criteria for the following Manager, Post Office Operations (MPOO) positions listed below.

- Manager, Post Office Operations (EAS-23), Occupation Code: 2301-0009
- Manager, Post Office Operations (EAS-25), Occupation Code: 2301-7137

Per the correspondence, NAPS understands the criteria utilized to determine the Total Workload Score will remain unchanged. In accordance with Title 39, NAPS is requesting a briefing as soon as reasonably possible on this respective USPS proposal. NAPS has the following questions or comments related to this respective MPOO proposal:

- Why did the USPS see the need to propose an increase in the minimum and maximum range of the MPOO matrix based on territory and size of a District? (i.e., Maximum level for one (1) earned MPOO position increased to 7.99 from 6.99. Minimum level increased from 19 to 25 to earn four (4) MPOO positions).
- What methodology was used to determine the new proposed minimum and maximum MPOO Matrix range?
- What are the total number of EAS-23 and EAS-25 MPOO positions that will be either increased or decreased by District under the new USPS District Restructuring?
- NAPS may have further questions regarding this proposal during or after our briefing.

Thank you for your consideration of NAPS' request.


Brian J. Wagner
National President

Representing supervisors, managers and postmasters in the United States Postal Service

LABOR RELATIONS



March 19, 2021

Mr. Brian J. Wagner
President
National Association
of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

The Postal Service is proposing, in accordance with Title 39, U.S. Code § 1004(d), revision of current criteria for the following Manager, Post Office Operations (MPOO) positions:

- MGR Post Office Operations (EAS-23), Occupation Code: 2301-0009
- MGR Post Office Operations (EAS-25), Occupation Code: 2301-7137

The criteria utilized to determine the Total Workload Score will remain unchanged; however, the ranges of the staffing matrix for the MPOO position are proposed to be adjusted to recognize the increases in the territory and size of the districts as a result of the announcement of the district consolidations on March 3.

The enclosed proposal outlines the current and proposed staffing criteria.

Please contact me if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

UNITED STATES
POSTAL SERVICE®



Manager, Post Office Operations Staffing Proposal

March 2021



MPOO Assessment

- As a result of the district consolidation effort, the Manager Post Office Operations staffing was re-evaluated under the new district structure to account for the increase in district size and territory.
- Proposal to maintain current criteria; indicators accurately reflect the factors influencing work volume.
- Proposal to assess range for how many MPOOs are earned (to include grade level); adjusted to reflect the new size of the districts.

MPOO workload indicators include:

- Workload Service Credits from the PS150s (50%)
- # of Authorized EAS management positions (30%)
- # of offices within the District (20%)

No changes will be made to the workload indicators or the weights to determine the total score.



MPOO Staffing Matrix

**Manager, Post Office Operations Matrix
Current**

Min	Max	# MPOOs Earned
0	6.99	1
7	12.99	2
13	18.99	3
19	24.99	4
25	30.99	5
31	36.99	6
37	42.99	7
43	60.99	8

**Manager, Post Office Operations Matrix
Proposed**

Min	Max	# MPOOs Earned
0	7.99	1
8	17.99	2
18	24.99	3
25	30.99	4
31	35.99	5
36	40.99	6
41	46.99	7
47	60.99	8
61	69.99	9
70		10

- Total criteria score determine the number of earned MPOO's for the District based on the matrix
- Proposed matrix (right) has adjustments to the ranges to account for new district sizes
- The matrix ranges were determined using a cluster analysis; grouping like districts together
- Two additional levels were added to account for larger districts requiring additional MPOOs beyond the current matrix



MPOO Level Matrix

- Currently one EAS-25 is earned if there are at least two EAS-24 Post Offices in the District. Two EAS-25s are earned if there are ten or more EAS-24s in the District. Number of EAS-23 earned = total earned minus number of EAS-25 earned.
- To meet the new size and territory of the districts and to ensure coverage of the EAS-24 Post Offices, the maximum number of EAS-25 MPOOs that can be earned has been revised to the matrix below.

MPOO EAS-25 Matrix per EAS-24 Post Offices
Proposed

Min	Max	Maximum # EAS-25 MPOOs Earned
0	0	0
1	2	1
3	4	2
5	6	3
7	9	4
10	12	5
13	15	6
16		7



Special Consideration

- To give additional consideration to districts that have coverage concerns given the MPOO level matrix the following is applied;
 - Districts with level 24 post offices 80 miles or more from another level 24 post office may qualify for a level 23 authorized MPOO to be upgraded to a level 25 MPOO, beyond their current authorized level 25 complement.