



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

December 19, 2023

Board Memo 163-2023: USPS Responses to Modifications to Salary Schedules and AL Programs

Executive Board,

In response to NAPS consultation with the USPS, we have received a proposal to increase the Annual Leave Carryover by an additional 80 hours each year. This increases the carryover maximum to 640 hours.

In response to NAPS consultation with the USPS, we have received a proposal to increase the Annual Leave Exchange by an additional 40 hours each year. This increases the carryover maximum to 168 hours.

These changes are proposed to be permanent changes.

Thank you, and be safe.

NAPS Headquarters



Office of
National President

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
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ALEXANDRIA, VA 22314-2753
Phone (703) 836-9660

December 20, 2023

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

Re: NAPS 2024 Salary Range Proposal and Changes to AL Programs

Dear Bruce,

This letter is in response to your letter dated December 19, 2023, received via email on same date proposing three Pay Consultation issues for proposal.

EAS and PTPM Salary Schedule – NAPS accepts the proposal to increase the salary range maximums by 4.7% and increase the range minimums by the equivalent dollar increase for the respective range maximums. This acceptance does not diminish our request for further Pay Consultation to address the middle of the pay ranges to provide pay continuity throughout the pay ranges. As you know, NAPS has expressed its concern over the current EAS and PTPM Salary Schedule methodology that suppresses the pay of all EAS who are not at the very top or bottom of the pay ranges. Additionally, NAPS is looking to also address EAS being an employee group that receive no financial recognition for their years of service as other Federal employees, whose pay raises are the basis for our minimum and maximum increases.

Annual Leave Carryover and Annual Leave Exchange – NAPS accepts the proposal to make permanent the increase NAPS advocated for EAS over the past Pay Talk Consultations on annual leave carryover. Increasing the carryover maximum to 640 hours permanently. NAPS also accepts the proposal to make permanent the increase NAPS advocated for EAS over past Pay Talks Consultations on annual leave exchange. Increasing the exchange maximum to 168 hours permanently.

NAPS is appreciative to the Leadership of the USPS in making this proposal and respectfully request that in the acceptance of these proposals, we can have further discussion outside of Pay Talks to address the ongoing issues with the middle of our pay ranges.

Sincerely yours,

Ivan D. Butts
National President

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



December 19, 2023

Mr. Ivan Butts
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Ivan:

This is in reference to recent discussions with you concerning the following pay matters:

- Modification of salary range minimums and maximums for employees in the Executive and Administrative (EAS) and Part-Time Postmaster (PTPM) Schedules
- Modification to the Annual Leave Carryover and Annual Leave Exchange Programs

EAS and PTPM Salary Schedule - We are proposing to modify these salary schedules as follows:

- Increase the salary range maximums by 4.7%
- Increase the salary range minimums by the dollar increase of the respective range maximums

Increases will be applied on January 13, 2024, immediately prior to applying the Fiscal Year (FY) 2023 Pay-for-Performance (PFP) award.

Annual Leave Carryover and Annual Leave Exchange – Current Postal policy outlined in *Employee and Labor Relations Manual (ELM) 512.321, Maximum Carryover Amounts* provides the maximum annual leave carryover balance and maximum leave amount that can be requested through the annual leave exchange program.

We are proposing to modify policy and allow career non-bargaining employees to carryover an additional 80 hours each leave year by increasing the carryover maximum to 640 hours permanently.

Additionally, we are proposing to modify policy and allow career non-bargaining employees to exchange an additional 40 hours of annual leave against their advanced leave accruals, to a maximum of 168 hours permanently.

Enclosed are the proposed salary schedules for your review. We are requesting your soonest possible review and any recommendations so we can implement changes prior to the effective date of the FY23 PFP award.

Please contact James Timmons if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", written over the word "Sincerely,".

Bruce A. Nicholson
Director
Labor Relations Policies and Programs

Enclosures



December 19, 2023

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President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

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Bruce A. Nicholson
Director
Labor Relations Policies and Programs

Enclosures

Executive Administrative Schedule (EAS)
Annual Salary
Effective January 13, 2024 (Day 1, Week 1, PP 03-2024)

RSC E

Grade	Minimum	Maximum
15	\$58,390	\$81,590
16	\$61,870	\$91,270
17	\$65,510	\$95,310
18	\$67,380	\$99,480
43 (18B)	\$72,860	\$101,260
19	\$73,890	\$104,190
20	\$85,250	\$109,880
21	\$86,420	\$115,170
22	\$89,990	\$124,840
23	\$94,940	\$131,640
24	\$100,470	\$138,170
25	\$112,440	\$145,040
26	\$120,240	\$152,240

Part-Time Postmasters Hourly and Annual Equivalent Basic Rates Effective January 13, 2024 (Day 1, Week 1, PP 03-2024) RSC F (Des-Act 38-0)					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$22.85	\$47,534	\$33.90	\$70,510