

DEC 30 2022

LABOR RELATIONS



December 23, 2022

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

Dear Ivan:

This is in reference to our December 20 correspondence proposing modification to the salary range minimums and maximums of the non-bargaining salary schedules and your December 21 response to that proposal.

The Postal Service proposed to modify the 1.5% increase as directed by the August 2021 Pay Decision and apply a 4.1% increase to the salary range maximums and increase the salary range minimums by the dollar increase of the respective range maximum. These increases would be applied prior to applying the FY22 Pay-for-Performance (PFP) award.

NAPS claims that the proposed changes only benefit a limited number of employees but suppresses pay of employees in the Executive and Administrative Schedule that are not at the current minimum nor maximum of the salary range. NAPS submitted its recommendations in response to the proposal:

- Award a 4.1 percent-calculated dollar-amount increase at the top end of each pay range to all employees across the range to assure that all employees receive a pay increase.
- Increase the salary range maximum by 7% to allow for employees at the current range maximum who received the September 21 non-bargaining pay increase to have their upcoming NPA increase be fully added to their salary and not receive anything in a lumpsum bonus form.

We have you considered your recommendations and provide the following responsive to those recommendations:

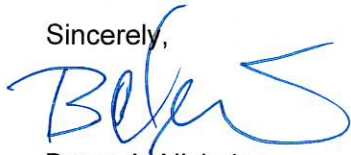
The December 20 proposal and modifications to the salary ranges are significantly greater than the planned 1.5% increase. The September 21 memorandum from the Postmaster General awarded 3% salary increases to our non-bargaining employees to recognize efforts during the fiscal year while facing impacts from the global pandemic and record inflation. This increase resulted in individual salaries of non-bargaining employees getting closer to the maximum of each pay range. This award was in addition to the scheduled fiscal year (FY) 2022 Pay-for-Performance award.

The FY2022 PFP award, scheduled to be applied to employee salaries on January 14, 2023, will also contribute towards employee salary increases. In addition, increasing the salary range maximums prior to applying the PFP award allows for a greater increase in employee salaries as well as greater increases in pay with future promotions.

The Postal Service has decided, pursuant to Title 39 US Code § 1004, to proceed with implementation of the revisions outlined in our December 20 correspondence. The salary ranges will be effective January 14, 2023 and are enclosed for your convenience.

Please contact me if you have questions concerning this matter.

Sincerely,



Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosures

Executive Administrative Schedule (EAS)
Annual Salary
Effective January 14, 2023 (Day 1, Week 1, PP 03-2023)

RSC E

Grade	Minimum	Maximum
15	\$54,720	\$77,920
16	\$57,770	\$87,170
17	\$61,230	\$91,030
18	\$62,910	\$95,010
43 (18B)	\$68,310	\$96,710
19	\$69,210	\$99,510
20	\$80,310	\$104,940
21	\$81,250	\$110,000
22	\$84,380	\$119,230
23	\$89,030	\$125,730
24	\$94,260	\$131,960
25	\$105,920	\$138,520
26	\$113,400	\$145,400

Part-Time Postmasters Hourly and Annual Equivalent Basic Rates Effective January 14, 2023 (Day 1, Week 1, PP 03-2023) RSC F (Des-Act 38-0)					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056	\$21.33	\$44,364	\$32.38	\$67,340
RMPO-56	2301-0057				
		\$21.3288	\$44,364	\$32.3750	\$67,340