

2024 Spring Executive Board Meeting Minutes

March 6, 2024



1. Call to order – 8:32 AM March 6, 2024, by Chairman Chuck Lum
2. Invocation – Led by Troy Griffin, Capital-Atlantic Area V.P.
3. Pledge of Allegiance – Led by Dwight Studdard Central Gulf Area V.P.
4. Sergeant-At-Arms – Ed Laster Pioneer Area V.P., Dee Perez New York Area V.P.
5. Roll call – Warden - All Board members present.
6. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts welcomed the Executive Board. Ivan hoped everyone had successful meetings on the Hill. He thanked Chuck for putting on an excellent LTS. Not sure how the day will go being it is a one-day board meeting. Ivan is looking forward to a good Board meeting. He stated we have a full agenda. Ivan is glad to see everyone, and they all arrived safely. Looking forward to a productive day

Chuck: Vice President Mulidore welcomed all the Executive Board members. Chuck thanked the Board for everyone's participation at the LTS. SPAC brought in approximately \$12,000.00. Acknowledged Karen Young for all her work helping the LTS be a success. Looking forward to the feedback reports. Early reports indicate meetings went well. Postal Police bill was a major topic. Glad everyone arrived safely and appreciates everyone.

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He was happy to see everyone once again and that everyone was doing well. He looked forward to a productive Executive Board meeting and addressing next fiscal year's budget. Jimmy stated we have important NAPS business moving the Association forward.

Chuck reviewed items in the folders specifically the staffing assignments.

Chairman's Report – Chuck Lum

Chuck stated the main purpose today is the budget and membership. Chuck commended Dee for his excellence in recruiting membership. Chuck mentioned there are major opportunities to recruit membership. Just over 21,000 non-members which is an opportunity to capture. Non-member lists need to be reviewed monthly. Chair Lum stated keeping up

2024 Spring Executive Board Meeting Minutes

March 6, 2024



with the messaging of the DFA plan is important. As Chair he continues to attend the Consultative meetings with USPS. He appreciates all the support he has received from the Board.

Apprenticeship Program and New Supervisor Classes was discussed. A service talk was distributed written by the Postal Service of the second training Apprenticeship Program as the first was a success. A key to the program's success is the local branch needs to be involved. Tommy Roma stated there were some issues in Brooklyn where the trainer was not available to coach the new supervisor and issues with the trainee working alone on Sunday operations. Mr. Roma said it was brought to the attention of the Postmaster and Plant Manager and immediately was immediately addressed.

Minutes of Previous Board Meeting – Warden – Motion made by Jaime Elizondo to accept as written the Fall 2023 Executive Board Meeting Minutes as it was previously sent to the Board, published in the Postal Supervisor, and placed on the NAPS website. This was Second by Richard Green. A voice vote was taken and the motion passed unanimously.

Secretary/Treasurer's Report – Jimmy Warden

A. NAPS Investments, Assets & Balance Sheet

As of January 31, 2024, NAPS investments totaled \$ 7,045,114.92.
On June 1, 2023, NAPS investments totaled \$7,112,418.48. This is a 2024 fiscal year-to-date decrease of \$67,303.56 or 1.00%.

As of February 27, 2024, the NAPS General Fund Signature FCU Checking account balance was \$273,742.56 and the Signature FCU Money Market account was \$125,394.01 for a total of \$399,136.57.

B. NAPS Property Inc.

As of January 31, 2024, NPI has \$153,897 in cash on the balance sheet. There are \$61,799 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), leaving \$92,098 unencumbered. The target unencumbered cash balance is generally set to equal on month of operating expenses, to account for seasonality and one-time projects that occur throughout the year.

Effective March 1, 2023, LocalWorks has leased the full 1727 side of the 3rd floor, known as suite 305 7,250 s.f. This is a license agreement with profit sharing. It's assumed to be low risk, but also

2024 Spring Executive Board Meeting Minutes

March 6, 2024







has no defined income model. After a period of 9 months, this tenant will be re-evaluated for a 5-year term, based on the income derived from this arrangement. For FY2024, through January 31, profit sharing with NAPS Property Inc. totaled \$31,855. The budget was conservative and only included \$3,000 per quarter.

The current cash projections assume continued vacancies on the 2nd floor, as well as suites 105 and 350. The overall pace of leasing activity remains slow. Due in part to the surplus from LocalWorks revenue sharing as well as savings on expenses, the budgeted contributions from the landlord to support operating deficits of \$40K/month were lowered to \$35K/month for November 2023 through January 2024 and projected to decrease further to \$30K/month for the remainder of the fiscal year.

On December 31, 2022, the property listing agreement with Cushman/Wakefield expired. On October 19, 2023, a letter was written to Cushman/Wakefield memorializing the termination of that listing agreement. Cushman/Wakefield is no longer our leasing agent. The Stoladi Group has since been seeking perspective tenants. On February 27, 2024, an agreement was signed with LocalWorks to occupy Suite 105. The agreement is the same premise as the agreement for the space they occupy on the third floor.

C. Web & Social Media Report

1. [Facebook](#) followers as of Feb 28 – 4,175 followers (up from 3,843 Feb last year: up 7.95%)
 - Posts continue to garner an average of approximately ~300-1,000 views; the most engaging posts get ~1,000-4,000 views organically.
 - A few highlights:
 - The post with the highest reach during 2023 was from 8/1/23 (~3.3k+ reach/views):
 The August issue of #ThePostalSupervisor magazine is now available to be downloaded from the NAPS website.  Read it now:
[https://link.edgepilot.com/s/79860520/BPKBDhveoku08p81o-9qFA?u=https://naps.org/files/galleries/The_Postal_Supervisor- 8 August 2023.pdf](https://link.edgepilot.com/s/79860520/BPKBDhveoku08p81o-9qFA?u=https://naps.org/files/galleries/The_Postal_Supervisor-8_August_2023.pdf)
 - The next highest posts/reach:
 - 7/5/23 (~3k+):  The July issue of #ThePostalSupervisor magazine is now available to be downloaded from the NAPS website.  Read it now:
[https://link.edgepilot.com/s/9642ab79/KyCAMt6OUkyeCwfQytiYhg?u=https://naps.org/files/galleries/The_Postal_Supervisor- 7 July 2023.pdf](https://link.edgepilot.com/s/9642ab79/KyCAMt6OUkyeCwfQytiYhg?u=https://naps.org/files/galleries/The_Postal_Supervisor-7_July_2023.pdf)
 - 12/21/23 (~2.8k+): BREAKING NEWS: USPS Responses to Modifications to Salary Schedules and Annual Leave Programs:
<https://link.edgepilot.com/s/8dddf244/u9qzi2SA7UmLkbAYcu6PbQ?u=https://naps.org/Post/BREAKING-NEWS-USPS-Responses-to-Modifications-to-Salary-Schedules-and-Annual-Leave-Programs>

2024 Spring Executive Board Meeting Minutes

March 6, 2024



- 4/3/23 (~2.6k+): 📄 The April issue of #ThePostalSupervisor magazine is now available to be downloaded from the NAPS website. 📄 Read it now: [https://link.edgepilot.com/s/b71a5d5f/WYoQ8EaYp06FPWuPQoIE8w?u=https://naps.org/files/galleries/The Postal Supervisor- 4 April 2023.pdf](https://link.edgepilot.com/s/b71a5d5f/WYoQ8EaYp06FPWuPQoIE8w?u=https://naps.org/files/galleries/The_Postal_Supervisor-4_April_2023.pdf)
 - 9/2/23 (~2.4k+): 📄 The September issue of #ThePostalSupervisor magazine is now available to be downloaded from the NAPS website. 📄 Read it now: [https://link.edgepilot.com/s/cdba6b14/hj8Kh75H0E2JfvjCnWGXWA?u=https://naps.org/files/galleries/The Postal Supervisor- 9 September 2023.pdf](https://link.edgepilot.com/s/cdba6b14/hj8Kh75H0E2JfvjCnWGXWA?u=https://naps.org/files/galleries/The_Postal_Supervisor-9_September_2023.pdf)
 - 5/2/23 (~1.2k+): Be a Leader—Not a Boss, By Ivan D. Butts, NAPS National President 📄 One of the most indelible memories of my career as a supervisor and manager in the Postal Service was how I engaged with the employees assigned to me. As I've mentioned in a previous column, while working as a 204 (b), the general foreman for whom I worked was mentoring me. Read more: <https://link.edgepilot.com/s/a449da44/HK9w7jOseUKyY2Bkpk2PIA?u=https://naps.org/Post/Be-a-Leader-Not-a-Boss>
- The competition for organic views on Facebook's timeline remains intense. Every year, your page competes with numerous organizations, individuals, and pages to appear on people's timelines while scrolling through the platform. To expand your reach, boosting posts can be an affordable option. It is a cost-effective approach that can increase the number of people who see your posts. Most of your web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Instagram and LinkedIn).
2. [Instagram](#) followers as of February 28 – 698 (up from 395 Feb last year: up 76.71%)
 3. [LinkedIn](#) followers as of February 28 – 726 (up from 218 Feb last year: up 233.03%)
 4. [Twitter](#) – FYI Only – Account is no longer in use – followers as of February 28 – 707
 - Stopped posting per Ivan's direction/email on 11/2/22.
 5. NAPS Website Traffic
 - Your web traffic for 2023 showed a 22.71% overall increase in users over 2022. The number of overall page views increased by 8.66%. Also, the data shows that the users who are visiting the website are clicking through about the same number of pages when they visit the website as the previous year. We know this because the bounce rate has remained pretty flat.
 - Email remains a significant factor in boosting your website traffic and readership. The news pages and magazine articles that are regularly published online and distributed through email are also among the most popular pages. Reposting the printed magazine articles on your website is crucial since it offers your current and potential association members an additional means of accessing the information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes. From July 1–December 31, 2023, four of your top 25 pages were from The Postal Supervisor.
 - (#3) naps.org/Post/Compensation-for-EAS-Employees-Falls-Short-Again
 - (#8) naps.org/Post/NAPS-Requests-Adjustments-to-the-EAS-Salary-Range
 - (#10) naps.org/Post/Dont-Let-the-Clock-Run-Out-on-HR-82-GPO-WEP-Repeal-Bill-82
 - (#23) naps.org/Post/USPS-Offers-New-Supervisor-Apprentice-Program

2024 Spring Executive Board Meeting Minutes

March 6, 2024



- So far this year, four of your top 25 pages (20%) are from The Postal Supervisor.
 - (#6) naps.org/Post/Our-Work-for-EAS-Employees-Continues
 - (#8) naps.org/Post/Compensation-for-EAS-Employees-Falls-Short-Again
 - (#13) naps.org/Post/NAPS-Requests-Adjustments-to-the-EAS-Salary-Range
 - (#16) naps.org/Post/Fiscal-Year-2024-PFP-NPA-A-Step-Behind
- Online content recommendations - Create an ongoing content plan for publishing more original news and other types of original content/messaging on the website that will directly speak to your members and prospective members. I recommend developing a yearly plan that is broken down quarterly. While the magazine articles are popular, it is worth asking the question if there is other information you want to get out to your audience in other/newer formats. This approach could help expand your messaging, increase website traffic, and further attract potential members. Additionally, digital communication can be easily tracked.
- See Google website data attached (note – the file has 4 tabs for your review; the fifth tab contains notes about where to find the data after the Google GA4 Update that took place in July 2023).

D. Membership

As of the January 2024 DCO (reflecting DCO membership through PP1 and PP2) NAPS had 27,488 members (26,034 active and 1,454 associates, 95.0% and 5.00%, respectively). Total membership from a year ago, (PP1 and PP2 2023) was 25,971 (24,513 active and 1,458 associate); an overall total increase over SPLY of 1,517 members or (6.00%).

As of the January 2024 DCO, the total number of active non-members was 21,218. This number is based on the USPS payroll files of non-member EAS which now also includes Postmasters. Based on current membership totals, there are approximately 45.00% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check and have established the “High Five Club” where a member could receive an additional check for \$25.00.

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Address Report monthly. We also encourage review of the bi-weekly EAS promotion report and the monthly Postmaster promotion report. We ask any individual listed as a non-member to be contacted and informed regarding the benefits of joining NAPS.

E. Expiring Contracts

Per Board motion, contracts expiring prior to the October 2024 Executive Board meeting are to be presented to the Board. We don't have any contracts expiring prior to the Fall Board meeting.

2024 Spring Executive Board Meeting Minutes

March 6, 2024



Auxiliary – President Laurie Butts, Treasurer Bonita Atkins

Ivan welcomed them and said he appreciates all their efforts in supporting our Association. Acknowledged how they built the auxiliary over the past couple of years. More States are getting involved. LTS SPAC \$8,800.00 was generated through the selling of Fudge, necklaces, and Board gift cards. Some want to start an auxiliary but are getting push back from the Branches. Five people are needed to establish a chapter in the Auxiliary. The afternoon break was added at the LTS to allow folks to purchase tickets and donate to SPAC. Ivan stated when he became an officer in 2014, he then realized they work independent of the Executive Board but are fully supportive of NAPS and the betterment of the membership. Concern with a former Auxiliary President passing regarding retrieving of records. The auxiliary has been in contact with the family to retrieve pending records. Auxiliary presently consists of 75-80 members. Three years prior there were 50-60 members. They are actively recruiting. Dues is \$2.00 a year. Dues are paid by the Branch and required prior the National Convention. Most of the funding is coming from raffles performed during the year and what NAPS Executive Board gives them. They take in approximately \$8,000 to \$9,000 a year. Question about multiple family members becoming a member of the Auxiliary. C&BL states one member for every NAPS member in good standing. The Board would like for a NAPS member in good standing to have multiple members requesting the Auxiliary C&BL be changed. Some branches pay additional for auxiliary support. For the LTS the Auxiliary pays for travel and registration. National they pay per diem, travel, and registration. The room is not compensated. The question was asked is it unethical for an Executive Board member to strongly suggest and speak to the Branches. Response was no, it is not unethical. The Denver branch use to have a separate fund to support the auxiliary. Some States conduct raffles to support the auxiliary. The dues use to be \$2.00 a member in the Branch which was written in the Branches C&BL. Not the current \$2.00 per auxiliary member. Members At Large are part of the National and the dues is paid directly to the National. Information will be given to the Board on the account balance and what Branches support the auxiliary.

CONFERENCE DIRECT – Sheri Davies

Sponsorship Money – 2024 \$27,000 – 2023 \$24,000 A \$3,000 increase in sponsorship money

LTS Spend –savings from 2023 was \$9,996.70

SPAC event hosted 176 attendees

485 attended LTS

Grand Totals with credits \$162,110.79

Total for SPAC dinner 2023 was \$30,279.17 2024 was \$25,983.26

Grand total LTS and SPAC total \$202,510.79 with credits \$162,110.79

Sponsor \$27,000

2024 Spring Executive Board Meeting Minutes

March 6, 2024



One per 40 \$8,400
Credit Concession \$5,000
Total Credit was \$40,400
We were not charged for not meeting the minimum for F&B

2024 National Convention
Website open for sleeping rooms
DATTCO transportation link is open to secure airport transportation from (PVD & BDL)
DATTCO for link to the Wednesday activities
Site planning scheduled for April
Article for National Convention will be in the April issue of the Postal Supervisor
Convention bags will be viewed in April
In March the sponsorship deck will be distributed. Already have \$50,000 committed
Rooms 6593 allocated which 1700 rooms have been booked.

2028 vying cities for National Convention
Nashville – Gaylord Opryland
Atlantic City – Harrah’s Resort & Casino
Reno Nevada – Nugget Casino Resort, Grand Sierra Resort & Casino

Board went in to Executive Session when informed of specifics of the sites and what the sites are requesting. F&B minimum usually request \$200,000. Concern some of the hotels requesting much higher. Discussed issues of concern.

Reading of the Fiscal year budget 2024/2025 budget

Budget Fiscal Year 2024/2025 Discussion – Fiscal Year 24/25 budget was then discussed. Secretary/Treasurer Warden sent the Board the budget two (2) weeks prior to attending the Board meeting for review.

Motion #1 -Submitted from Richard Green Second by Luz Moreno

Motion to accept the F/Y 24/25 budget as read.

Motion Passed 23-0

2024 Spring Executive Board Meeting Minutes

March 6, 2024



Legislative/SPAC Report – Bob Levi

NAPS Director of Legislative and Political Affairs Bob Levi provided to the Executive Board the “bottom-line” results of the Legislative Training Seminar Survey of conference delegates. More than 65% of those responding rated the LTS excellent and over 33% rated it satisfactory. Specifically, over 66% of LTS delegates rated the legislative training excellent. Bob indicated that he and Executive Vice President Chuck Mulidore would provide a more comprehensive report to the Board within the next few weeks. In addition, Bob reported that NAPS members contributed a total of \$15,706.90 to SPAC during LTS. The February online SPAC Gift Raffle raised \$11,165 for SPAC.

Bruce Moyer – Legal Counsel Update

The Board went into Executive session as an updated on the pending lawsuit against the Postal Service was discussed.

Motions and Recommendations

Motion #2 Submitted by Ivan Butts Second by Chuck Mulidore

That NAPS HQ sponsor and support the National Auxiliary at the 69th National Convention by provide them \$15,000.

Discussion was held.

Motion passed. Yes – 15 No – 7 Abstain – 1 Voting Yes - Butts, Mulidore, Warden, R. Green, Johnson, Elizondo, Walton, Laster, Trayer, Moreno, Mooney, Studdard, S. Green, Davis, Pashinski Voting No - Roma, Austin, Perez, Griffin, McCartney, Bock, Valuet Abstaining – Dallojacono

Motion #3 Submitted by Dee Perez

This motion concerns Auxiliary funding. This past year, the AVPs and Regionals VPs had their budgets reduced 5% due to the current economic hardships NAPS is suffering from. Therefore, this motion request that NAPS reduce the Auxiliary final approved monies by 5%, matching the same percentage the executive board self-imposed cost savings for this year and any time in the future when the executive board imposes a cut to their own budget, the auxiliary will also be subjected to the same costs savings as the executive board.

The Chair ruled the motion out of order as Motion #2 has already been passed.

Motion #4 Submitted by Dee Perez second by Tommy Roma

This motion requests the Auxiliary make a detailed PowerPoint presentation showing the

2024 Spring Executive Board Meeting Minutes

March 6, 2024



executive board their budget of detailed expenses and income, OR they may submit to the executive board their budget of detailed expenses and income ten calendar days before the spring executive board meeting.

Discussion was held. A motion was made by Jimmy Warden and second by Bobby Bock to amend the motion that the report be submitted to the Executive Board on the same year as the National Convention as the request by the Auxiliary is made in the same year as the National Convention. A report would not be needed on none convention years. A voice vote was taken and passed.

Motion Passed 23 – 0

Committee Updates

Committee Reports

With the shortened Board Meeting schedule of one day, no committee were presented.

Disciplinary Defense Fund – Chuck Mulidore

An issue is many are filing electronically when decision letters are received as it states how to file electronically. All cases should be sent to our DDF provider who will file the case electronically.

Chuck Mulidore gave each Board member a handout. The handout was not reviewed by the Board.

The report entailed:

The report data stated for FY 24:

Total DDF cases – 73 Closed cases – 32 Open cases – 41

Of the 73 cases – 47 MSPB, 19 Debt Collection Act, 7 ELM 650

The 47 MSPB cases – 27 Pending, 17 Settled, 1 Win, 1 Loss, 1 Withdrawn

The 19 Debt Collection Act cases – 9 Pending, 9 Win, 1 Settled

The 7 ELM 650 cases – 4 Pending, 2 Settled, 1 Loss

The three top charges in the DDF cases are first Performance, second Finance and third Attendance.

DDF Cases by Area:

New England – 5

New York – 9

Mideast – 5

Capital-Atlantic – 11

2024 Spring Executive Board Meeting Minutes

March 6, 2024



Pioneer – 2
Michiana – 2
Illini – 4
North Central – 0
Mink – 2
Southeast – 3
Central Gulf – 1
Cotton Belt – 1
Texas – 11
Northwest – 7
Rocky Mountain – 4
Pacific – 6

Total – 73

New Business

Troy Griffin – Bi-State Carolina Branch is splitting. South Carolina will become their own Branch. The new South Carolina State Branch will be Branch 944. Troy also asked if the Board members from the Southern Region, they could introduce him to Postal Leadership in the Southern Area.

Ivan spoke on the National Convention seating. One Region needed to choose their seating. Jimmy informed the Board he will be handling the Banquet seating. The procedure will be the same as used for the 68th Convention in New Orleans as it seemed to go well.

Ivan informed the Board that there won't be a post board meeting on the Saturday following the convention. The Board will leave on Saturday following the convention.

It was asked that when local Town Hall meetings are held if a list of questions be placed on the NAPS website so the local membership would know what to ask. It was agreed not to but can be circulated by the Regional and Area VPs. Agreed not to post by NAPS National on the NAPS website.

There are 15 RIFs announced for this year. Out of the 25 announced last year 2 are remaining.

Concern local NAPS isn't allowed to visit the RPCs and NDCs. Being told a request must be made nationally. In Illinois there are issues with violence. NDC issues referred to OIG. OIG was notified major issues in Illinois.

Declare Office for 2024 National Convention Election

Ivan Butts - President
Chuck Mulidore – Executive Vice President
Jimmy Warden – Secretary/Treasurer

2024 Spring Executive Board Meeting Minutes

March 6, 2024



Tommy Roma – Northeast Regional VP
Richard Green – Eastern Region VP
Craig Johnson – Central Region VP
Jaime Elizondo – Southern Region VP
Marilyn Walton – Western Region VP
Bill Austin – New England Area VP
Dee Perez – New York Area VP
Tony Dallojacono – Mid-East Area VP
Troy Griffin – Capital-Atlantic Area VP
Ed Laster- Pioneer Area VP
Luz Moreno – Illini Area VP
Kevin Trayer – Michiana Area VP
Dan Mooney – North Central Area VP
Kelly McCartney – Mink Area VP
Shri Green – Cotton Belt Area VP
Bobby Bock – Southern Area VP
Pam Davis – Texas Area VP
Dwight Studdard – Central Gulf Area VP
Myrna Pashinski – Rocky Mountain Area VP
John Valuet – Northwest Area VP
Chuck Lum – Pacific Area VP

Date for the 2024 Fall Board Meeting is October 20-24, 2024.

Good of the Association

Chuck Lum said he felt the shortened meeting went well. Troy Griffin stated he also felt it went well but feels it should have been two days to include the Consultative with the Postal Service.

Motion #5 Submitted by Troy Griffin second by Bill Austin

I motion that the spring board meeting be a 2-day (business session) contingent of National Officer securing hotel accommodations.

Motion Passed Yes 22 Absent 1 – Voting Yes Butts, Mulidore, Warden, Roma, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Griffen, Laster, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, S. Green, Davis, Pashinski, Valuet Absent R. Green

Final Remarks Good of the Association

2024 Spring Executive Board Meeting Minutes

March 6, 2024



President Butts thanked everyone for pressing through to get the business of the Association done with the shortened scheduled. Wished everyone safe travels home. Ensured the Board we will be doing the work of the Association. Ivan already contacted Conference Direct to see if the contract can be amended. NAPS will ensure every one gets a position in the RIFs. As Ivan was closing he informed the Board he was just notified of four (4) new amp studies.

22. Closing prayer – Led by Kevin Trayer Michiana Area V.P.

23. Chair Chuck Lum adjourned the meeting at 4:00 PM.

Respectfully Submitted,

James “Jimmy” Warden

NAPS Secretary Treasurer