



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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Board Memo 029-2021: USPS Notice re: Defined Competitive Areas in a RIF

Executive Board,

On May 6, 2021, USPS Headquarters notified NAPS that it would be publishing a notice in the Postal Bulletin detailing the defined competitive areas for Reduction in Force (RIF) and Transfer of Force (TOF) purposes.

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

Thank you and be safe.

RIF Competitive Areas for the Postal Service

The Postal Service™ divides its organizational structure into multiple competitive areas for reduction in force (RIF) and transfer of function (TOF) purposes. Competitive areas are established based on organizational factors (separate operation, work function, staff, and personnel management authority) and geographical location factors. During the RIF process, an employee can be assigned only to a position in his or her competitive area. Listed below are the Postal Service's competitive areas as of May 6, 2021.

Organization	Office	Competitive Area
Headquarters	Office of the Postmaster General Chief Executive Officer	Separate
	Office of the Deputy Postmaster General	Separate
	Office of the Judicial Officer	Separate
	Office of the Chief Postal Inspector	Separate
	Each Executive Vice President's Organization	Separate
	Each Vice President's and Senior Vice President's Organization ¹	Separate
	Office of the Board of Governors	Separate
Headquarters – Related Organization – Organizational Type	Each Human Resources Area Office	Separate
	Each Labor Relations Area Office	Separate
	Each Area and Region Budget Office	Separate
	Each Statistical Program Data Collection Region	Separate
	Each Field Accounting Team (Grouped by Area) ²	Separate
	Each Tier 2 Information Technology Support Operations Area	Separate
	Each Customer Relations Area	Separate
	Each Business Acceptance Performance Team	Separate
	Each Accounting Service Center	Separate
	Each Field Communications Center	Separate
	Each Equal Employment Opportunity (EEO), Compliance and Appeals Region ³	Separate
	Each Field Employment Law Office	Separate
	Each Inspection Service DCI Field Operations Unit ³	Separate
	Each Inspection Service Investigations Service Center ³	Separate
	Each Inspection Service Division ³	Separate
	Each Sales Field Office (Grouped by Region)	Separate
	Each Customer Care Center	Separate
	Each Vehicle Maintenance Facility	Separate
	Each Area Address Support and Accountability Team	Separate
	Each Independent Surface Transfer Center	Separate
Each International Service Center	Separate	
Unique Organization – Separate Competitive Area	Addressing and Geospatial Technology, Memphis, TN	Separate
	Retail and Delivery Operations Support Teams ⁴	Separate
	Continuity and Preparedness Unit	Separate
	Asset Management Operations, Topeka, KS	Separate
	Human Resources Shared Service Center, Greensboro, NC	Separate
	National Center for Employee Development, Norman, OK	Separate
	Stamp Fulfillment Services, Kansas City, MO	Separate
	Mail Recovery Center, Atlanta, GA	Separate
	EEO Services, Tampa, FL	Separate
	National Customer Retention Teams ⁵	Separate
Remote Encoding Center, Salt Lake City, UT	Separate	
Unique Organization – Part of Another Competitive Area	Stamp Distribution Center Dulles, VA	VP Marketing, Stamp Fulfillment Services, Kansas City, MO
	Career Development Division, Inspector in Charge, Potomac, MD	Inspection Service, National HQ, Washington, DC
	Technical Service Division, Inspector in Charge, Dulles, VA	Inspection Service, National HQ, Washington, DC
	William F. Bolger Center for Leadership Development, Potomac, MD	VP Organization Development, Washington, DC
	Pricing and Classification Service Center, New York, NY	VP Product Solutions, Washington, DC
	Forensic Laboratory Services, Dulles, VA	Inspection Service, National HQ, Washington, DC

Organization	Office	Competitive Area
	Each Processing and Distribution Annex	Host Processing and Distribution Center
	Asset Maintenance Planning, Performance and Support, Norman, OK	VP Processing and Maintenance Operations, National HQ, Washington, DC
	Information Technology Architecture and Strategy, Eagan, MN	CIO, VP Technology Applications, Washington, DC
	Each Retail and Delivery Station and Branch	Postmaster's Organization
Field Organizations	Each Postmaster's Organization	Separate
	Each Retail and Delivery Area Office	Separate
	Each Retail and Delivery District Office	Separate
	Each Processing Region Office	Separate
	Each Logistics Division Office	Separate
	Each Network Distribution Center	Separate
	Each Processing and Distribution Center	Separate
	Each Mail Processing Facility	Separate

1. Within the VP Supply Management organization, each local commuting area is its own Competitive Area. The local commuting areas are Washington, DC and Merrifield, VA; Greensboro, NC; Aurora, CO; Philadelphia, PA; Dallas, TX and Plano, TX; Carol Stream, IL; Windsor, CT; and Topeka, KS.
2. Field Accounting Area teams will include the corresponding Area Time and Attendance Compliance teams.
3. Some units located in the Washington, DC, commuting area and Headquarters-domiciled employees may be part of the parent national Headquarters organization Competitive Area.
4. Retail and Delivery Operations Support Teams include Delivery Field Operations Support, Retail and Post Office Field Operations Support, National Operations Command Center, and Level One Office Support organizations.
5. National Customer Retention Teams are located in Atlanta, GA; Akron, OH; Dallas, TX; Dayton, OH; Philadelphia, PA; Fox Valley, IL; Boston, MA; San Francisco, CA; Saint Petersburg, FL; Tampa, FL; Portland, OR; and Seattle, WA.

— Organization Design,
Organization Development, 5-6-21