

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

December 21, 2022

Board Memo 041-2022: NAPS Fights for Higher Salary Increases for 2023

Executive Board,

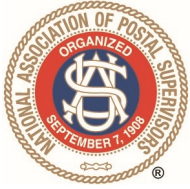
The Postal Service is proposing increases to the salary ranges that are greater than the increases referenced in the August 27, 2021 pay decision. See Attached.

NAPS is requesting adjustments to this proposal that better address the severe economic impacts that face USPS EAS. See Attached.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters



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*Office of
National President*

IVAN D. BUTTS

1727 King St., Suite 400
Alexandria, VA 22314-2753
OFFICE – 703 836-9660
FAX – 703-836-9665
E-MAIL – naps.ib@naps.org

December 21, 2022

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza, SE RM 9426
Washington, DC 20250-4101

Dear Bruce:

Thank you for your correspondence of December 20, 2022 proposing a 4.1 percent increase to the salary ranges referenced in the August 27, 2021 pay decision. Your proposal underscores the imperative need to address the unprecedented inflationary pressures that are eroding the paychecks of EAS employees.

Under your proposal, the minimum and maximum points of the salary range in each pay grade would be increased by 4.1 percent. While this approach will assist the relatively small numbers of employees at the bottom and top ends of the pay range, the vast majority of EAS employees, located in the mid-range of the pay scale, will remain unaffected. Because of this, NAPS alternatively proposes that the 4.1 percent-calculated dollar-amount increase at the top end of each pay range be applied to all employees across the range. This is a fairer approach and would assure that all EAS employees receive a pay increase, regardless of their position on the pay scale. This approach would respond to the adverse effect of raising the minimum and maximum pay rates, which suppresses pay for EAS employees who are not either at the minimum or maximum of the pay scale. Similar consequences occurred recently with the \$2,500 COLA increase awarded to the craft employees and those EAS that are in an OCC CODE listed on the SDA list.

In addition, NAPS is requesting a higher increase in the maximum where those at the top and who just received the 3% increases will be also allowed to have their upcoming NPA increase be fully added to their salary and not receive anything in a lumpsum bonus form. NAPS believes to achieve this that the percentage increase needs to be a minimal of 7%, and this is our request for consideration.

Under our proposal, the applied increases would take effect on January 14, 2023, immediately prior to applying the FY22 Pay-for-Performance Award. Thank you for your consideration of this proposal. It is imperative that we ensure that all EAS employees do not fall further behind due to the pernicious impact of high inflation.

Please to feel free to call me on (703) 836-9660 (work) or (484) 432-8162 (cell) at any time. I can also be reached at my email – naps.ib@naps.org.

Sincerely,

A handwritten signature in black ink that reads "Ivan D. Butts".

Ivan D. Butts
NAPS National President

cc: Thomas Blum, A/Vice President Labor Relations

LABOR RELATIONS



December 20, 2022

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

Dear Ivan:

We are proposing increases to the salary ranges that are greater than the increases referenced in the August 27, 2021 pay decision. The Postal Service's pay decision directed 1.50% increases to the salary range minimums and maximums of the Executive and Administrative Schedule and Part-Time Postmaster Schedule.

We are proposing to modify the intended 1.5% increase and establish the following:

- Increase the salary range maximums by 4.1%
- Increase the salary range minimum by the dollar increase of the respective range maximum (4.1%)
- Increases will be applied on January 14, 2023, immediately prior to applying the FY22 Pay-for-Performance (PFP) award

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 FY22 PFP award.

Please contact me if you have questions concerning this matter.

Sincerely,

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

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				
RMPO-56	2301-0057	\$21.33	\$44,364	\$32.38	\$67,340
		\$21.3288	\$44,364	\$32.3750	\$67,340