

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

December 27, 2022

Board Memo 042-2022: Decision to NAPS - 2023 Salary Ranges

On December 21, 2022, NAPS requested adjustments to the salary range that better address the severe economic impacts that face USPS EAS.

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 maximums and increase the salary range minimums by the dollar increase of the respective range maximum. See Attached.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters



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:

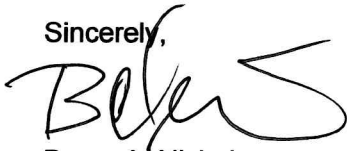
The December 20 proposal and modifications to the salary ranges are significantly greater than the planned 1.5% increase. The September 21 memorandum from the Postmaster General awarded 3% salary increases to our non-bargaining employees to recognize efforts during the fiscal year while facing impacts 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,

A handwritten signature in black ink, appearing to read "Bruce A. Nicholson". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

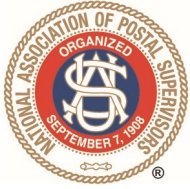
Enclosures

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



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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