August 20, 2020

Board Memo 055-2020: USPS Organizational Structure – District Staff Alignments

Executive Board,

NAPS received a copy of the attached August 18, 2020 memo from the office of Isaac Cronkhite, Chief Human Resources Officer (CHRO) regarding the new Organizational Structure-District Staff Alignments. NAPS has requested a briefing on this matter. Please share the attached with your membership.

Thank you and stay safe.

NAPS Headquarters

ISAAC S. CRONKHITE
CHIEF HUMAN RESOURCES OFFICER

UNITED STATES
POSTAL SERVICE

August 18, 2020

OFFICERS

SUBJECT: Organizational Structure - District Staff Alignments

This is a follow up to the August 7, 2020, Organizational Restructure memorandum. The next step in our progress of moving to a successful future state is realignment of district staff.

District alignments will mirror the changes implemented for the areas. Support functions will temporarily maintain the seven areas and 67 districts alignment while centralized under the designated Headquarters function. Future alignments to the new Operations areas and regions will be determined, communicated and implemented at a later date. Reporting relationship changes for District functions are as follows:
- Human Resources (HR)
  - District HR Managers will report to Area HR under the Vice President (VP), Employee Resource Management.
  - District Labor Relations Managers will report to Area Labor Relations under the VP, Labor Relations.
- Finance and Budget
  - District Finance Managers will report to Area Controllers under VP, Finance and Strategy.

The Logistics and Processing Operations function will now have two regions and 12 divisions. All Plant Managers will report to their respective division under the Eastern or Western VP Regional Processing Operations. These divisions will provide mail processing support to Area and Districts within the Retail and Delivery function. A breakdown of the processing alignment is attached for reference.

The Managers of Transportation Networks within all processing and distribution facilities will report into the new regional organization under the VP, Logistics. Mirroring the two regions and 12 divisions for Mail Processing, Logistics will support the country by providing efficient transportation services to plants and retail facilities.

Marketing, Operations Program Support, and Information Systems will continue to report to the District Manager for now. This work is under evaluation and determinations on how to properly align resources within the functions will be made in the near future.

These initial changes to reporting relationships do not result in employee impacts that would require a reduction-in-force (RIF). Pay-for-Performance plans will remain unchanged for fiscal year (FY) 2020. Adjustments for FY2021 will be announced at a later date.

The leadership team understands that these changes are significant and can cause concern. We are being deliberate with decisions and are working progressively towards an organization that supports our mission and strategy in an efficient and effective manner.

During this time of organizational change, stay focused on our critical mission and deliver for our customers.

Isaac S. Cronkhite

Attachment

USPS – Field Operations Reporting Matrix

From Area	To Area	Code	District	Processing Division
Northeast	Atlantic	120	ALBANY	New England
Eastern	Atlantic	250	APPALACHIAN	Mid-Atlantic
Capital Metro	Atlantic	210	BALTIMORE	Chesapeake
Capital Metro	Atlantic	200	CAPITAL	Chesapeake
Eastern	Atlantic	170	CENTRAL PENNSYLVANIA	Chesapeake
Northeast	Atlantic	60	CONNECTICUT VALLEY	New England
Northeast	Atlantic	20	GREATER BOSTON	New England
Northeast	Atlantic	117	LONG ISLAND	New York Metro
Northeast	Atlantic	100	NEW YORK	New York Metro
Northeast	Atlantic	40	NORTHERN NEW ENGLAND	New England
Northeast	Atlantic	70	NORTHERN NJ	New York Metro
Capital Metro	Atlantic	220	NORTHERN VIRGINIA	Chesapeake
Eastern	Atlantic	190	PHILADELPHIA METROPOLITAN	Chesapeake
Capital Metro	Atlantic	230	RICHMOND	Mid-Atlantic
Eastern	Atlantic	80	SOUTH JERSEY	Chesapeake
Northeast	Atlantic	110	TRIBORO	New York Metro
Northeast	Atlantic	105	WESTCHESTER	New England
Eastern	Atlantic	140	WESTERN NEW YORK	New England
Eastern	Atlantic	150	WESTERN PENNSYLVANIA	Lakeshores
Great Lakes	Central	604	CENTRAL ILLINOIS	Westshore
Great Lakes	Central	606	CHICAGO	Westshore
Great Lakes	Central	481	DETROIT	Lakeshores
Great Lakes	Central	630	GATEWAY	Mid-South
Great Lakes	Central	460	GREATER INDIANA	Lakeshores
Great Lakes	Central	493	GREATER MICHIGAN	Lakeshores
Western	Central	500	HAWKEYE	Mid-South
Eastern	Central	400	KENTUCKIANA	Mid-Atlantic
Great Lakes	Central	530	LAKELAND	Westshore
Western	Central	640	MID-AMERICA	Mid-South
Eastern	Central	440	NORTHERN OHIO	Lakeshores
Western	Central	553	NORTHLAND	Midwest
Eastern	Central	450	OHIO VALLEY	Lakeshores

From Area	To Area	Code	District	Processing Division
Southern	Southern	350	ALABAMA	Mid-South
Southern	Southern	720	ARKANSAS	Mid-South
Capital Metro	Southern	300	ATLANTA	Coastal Southeast
Northeast	Southern	6	CARIBBEAN	Coastal Southeast
Southern	Southern	752	DALLAS	Southwest
Southern	Southern	760	FORT WORTH	Southwest
Capital Metro	Southern	290	GREATER SOUTH CAROLINA	Mid-Atlantic
Capital Metro	Southern	270	GREENSBORO	Mid-Atlantic
Southern	Southern	320	GULF ATLANTIC	Coastal Southeast
Southern	Southern	770	HOUSTON	Southwest
Southern	Southern	700	LOUISIANA	Mid-South
Capital Metro	Southern	280	MID-CAROLINAS	Mid-Atlantic
Southern	Southern	390	MISSISSIPPI	Mid-South
Southern	Southern	730	OKLAHOMA	Southwest
Southern	Southern	780	RIO GRANDE	Southwest
Southern	Southern	330	SOUTH FLORIDA	Coastal Southeast
Southern	Southern	335	SUNCOAST	Coastal Southeast
Eastern	Southern	370	TENNESSEE	Mid-Atlantic
Western	Western–Pacific	995	ALASKA	Pacific Northwest
Western	Western–Pacific	852	ARIZONA	Southwest
Pacific	Western–Pacific	945	BAY-VALLEY	Pacific Northwest
Western	Western–Pacific	680	CENTRAL PLAINS	Midwest
Western	Western–Pacific	800	COLORADO/WYOMING	Midwest
Western	Western–Pacific	570	DAKOTAS	Midwest
Pacific	Western–Pacific	967	HONOLULU	Southern California
Pacific	Western–Pacific	900	LOS ANGELES	Southern California
Western	Western–Pacific	890	NEVADA-SIERRA	Midwest
Western	Western–Pacific	970	PORTLAND	Pacific Northwest
Pacific	Western–Pacific	956	SACRAMENTO	Pacific Northwest
Western	Western–Pacific	840	SALT LAKE CITY	Midwest
Pacific	Western–Pacific	920	SAN DIEGO	Southern California
Pacific	Western–Pacific	940	SAN FRANCISCO	Pacific Northwest
Pacific	Western–Pacific	926	SANTA ANA	Southern California
Western	Western–Pacific	980	SEATTLE	Pacific Northwest
Pacific	Western–Pacific	913	SIERRA COASTAL	Southern California

USPS – Logistics & Processing Operations Regions

UNITED STATES
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Eastern Region

Western Region
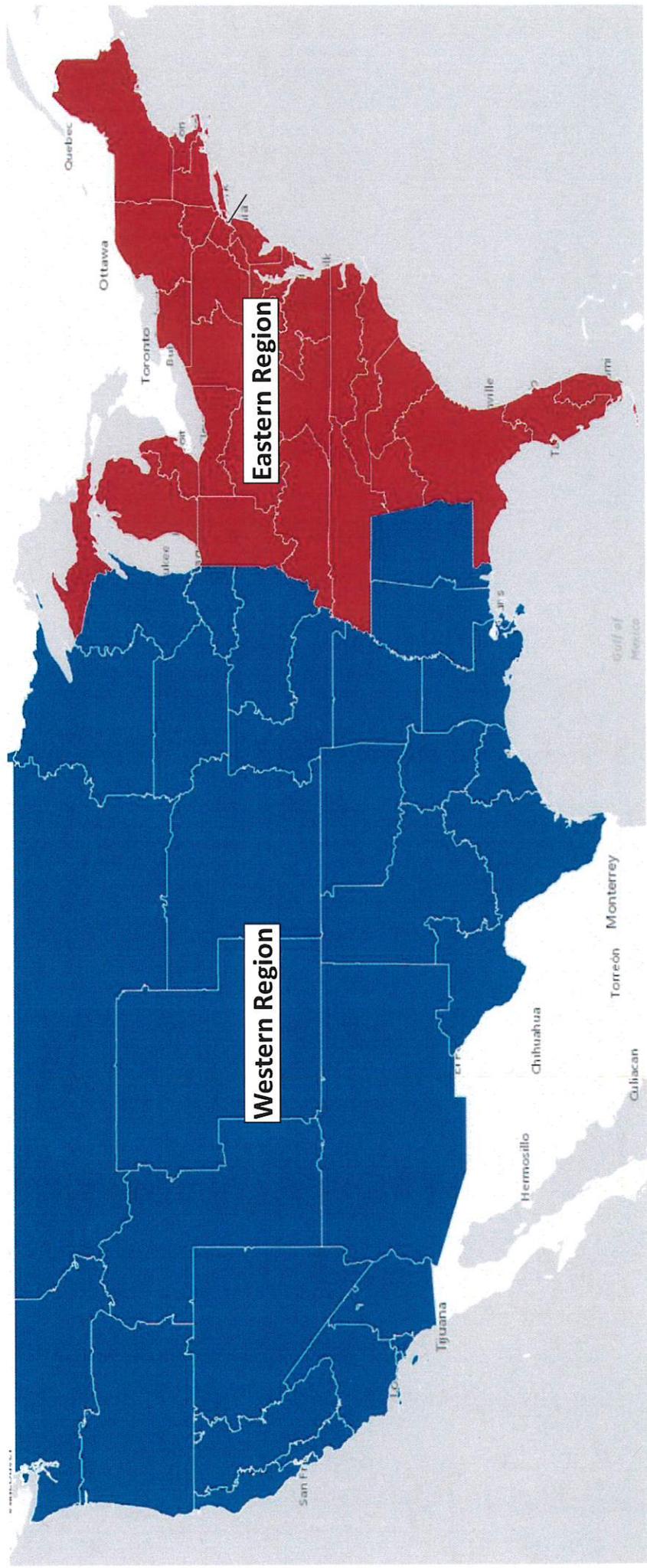
USPS – Logistics & Processing Operations Divisions

UNITED STATES
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New England
New York Metro
Chesapeake
Mid-Atlantic
Coastal Southeast
Lakeshores
Westshore
Mid-South
Midwest
Southwest
Pacific Northwest
Southern California