



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
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September 23, 2020

### **Board Memo 062-2020: USPS Chief Human Resources Officer Support Structure Alignment – UPDATE as of 09/23/20**

Executive Board,

This is an update to Board Memo 062-2020 below. Attached is an EXCEL spreadsheet that supports Isaac Cronkhite's September 21 memo and Region Maps (attached) on the CHRO Support Structure Realignment. There will be six support regions led by the Regional HR Directors. The EXCEL attachment (with tabs) displays the districts, regions and divisions that each Regional HR Director will oversee.

Please share this updated NAPS Board Memo and new EXCEL attachment with your members. This update will replace the current Board Memo 062-2020 that was originally posted on the Bulletin Board of NAPS website, [naps.org](http://naps.org).

Thank you and be safe.

NAPS Headquarters

Executive Board,

NAPS received this afternoon, the attached USPS HQ memo regarding the CHRO support structure alignment. NAPS is reviewing this memo that has already been sent to the field. Furthermore, NAPS has requested a briefing related to the recently announced USPS organizational structure changes. Please share this memo and attachments with your membership. This memo will be posted on the Bulletin Board of NAPS' website, [naps.org](http://naps.org). As more information becomes available, NAPS will share with the Executive Board and members.

Thank you and be safe.

NAPS Headquarters



September 21, 2020

OFFICERS

SUBJECT: Chief Human Resources Officer (CHRO) Support Structure Alignment

In order to support the recent operational structure changes, the Headquarters (HQ) field support organizations for the CHRO will be undergoing restructuring. Human Resources (HR) will be organized into six Support Regions. The six Support Regions will be led by the Regional Directors and align to the Retail and Delivery Area Operations and Regional Processing Operations that fall within the boundaries. District HR Managers will remain unchanged and continue to support their assigned territory. The restructuring of Labor Relations is ongoing. Until completed, the existing Labor Relations teams will continue to provide support to the seven areas and districts under the old field structure.

For the HR Support Regions, the Retail and Delivery Areas will be covered as follows:

HR Support Region	Retail and Delivery Area	Districts
Central Atlantic	Central – 6 Atlantic – 6	12
North Atlantic	Atlantic	10
South Atlantic	Southern – 9 Atlantic – 2 Central – 1	12
South Central	Southern – 9 Central – 3 Western-Pacific – 1	13
North Western	Western-Pacific – 5 Central – 4	9
Pacific	Western-Pacific	11

The Regional Processing Operations will be covered as follows:

HR Support Region	Processing Region	Processing Division
South Central	Western	Mid-South Southwest
North Western	Western	Midwest Westshore
Pacific	Western	Southern California Pacific Northwest
Central Atlantic	Eastern	Lakeshores Chesapeake
North Atlantic	Eastern	New York Metro New England
South Atlantic	Eastern	Coastal Southeast Mid-Atlantic

Each of the Regional Directors will be assigned to serve as a primary business partner for one Area Retail and Delivery Operations Vice President or Regional Processing Operations Vice President, such that each Vice President will have a single point of contact for HR. The attached maps visualize the breakdown of the HR Support Regions.

For any questions please contact Simon Storey, Vice President, Employee Resource Management, at [simon.storey@usps.gov](mailto:simon.storey@usps.gov).



Isaac S. Cronkhite

Attachment

Phyllis O'Neil-Mcinnis  
Regional HR Director  
South Atlantic HR Support Region

Charisse Newberry  
Regional HR Director  
South Central HR Support Region

Denise Cameron  
Regional HR Director  
Central Atlantic HR Support Region

James Davey  
Regional HR Director  
Northwest HR Support Region

Theresa Bruso/Michael Lloyd  
Regional HR Director  
North Atlantic HR Support Region

Antoinette Simon  
Regional HR Director  
Pacific HR Support Region

<u>LOGISTICS &amp; PROCESSING</u>	
<u>REGION</u>	<u>DIVISION</u>
EASTERN	COASTAL SOUTHEAST
EASTERN	MID-ATLANTIC

<u>LOGISTICS &amp; PROCESSING</u>	
<u>REGION</u>	<u>DIVISION</u>
WESTERN	MID-SOUTH
WESTERN	SOUTHWEST

<u>LOGISTICS &amp; PROCESSING</u>	
<u>REGION</u>	<u>DIVISION</u>
EASTERN	CHESAPEAKE
EASTERN	LAKESHORES

<u>LOGISTICS &amp; PROCESSING</u>	
<u>REGION</u>	<u>DIVISION</u>
WESTERN	MIDWEST
WESTERN	WESTSHORE

<u>LOGISTICS &amp; PROCESSING</u>	
<u>REGION</u>	<u>DIVISION</u>
EASTERN	NEW ENGLAND
EASTERN	NEW YORK METRO

<u>LOGISTICS &amp; PROCESSING</u>	
<u>REGION</u>	<u>DIVISION</u>
WESTERN	PACIFIC NORTHWEST
WESTERN	SOUTHERN CALIFORNIA

<u>RETAIL &amp; DELIVERY</u>	
<u>AREA</u>	<u>DISTRICT</u>
Atlantic	APPALACHIAN
Southern	ATLANTA
Southern	CARIBBEAN
Southern	GREATER SOUTH CAROLINA
Southern	GREENSBORO
Southern	GULF ATLANTIC
Central	KENTUCKIANA
Southern	MID-CAROLINAS
Atlantic	RICHMOND
Southern	SOUTH FLORIDA
Southern	SUNCOAST
Southern	TENNESSEE

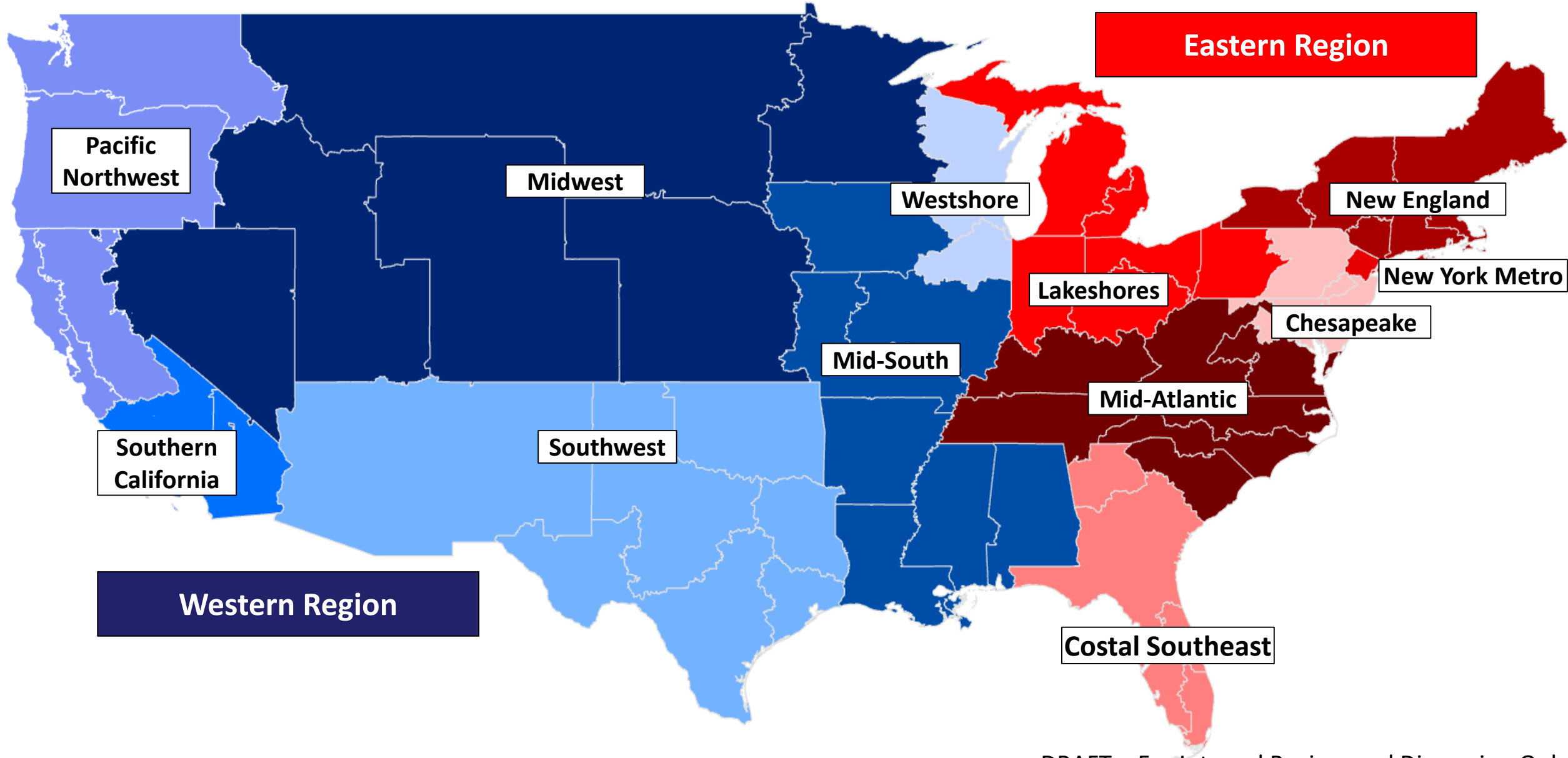
<u>RETAIL &amp; DELIVERY</u>	
<u>AREA</u>	<u>DISTRICT</u>
Southern	ALABAMA
WestPac	ARIZONA
Southern	ARKANSAS
Southern	DALLAS
Southern	FORT WORTH
Central	GATEWAY
Central	HAWKEYE
Southern	HOUSTON
Southern	LOUISIANA
Central	MID-AMERICA
Southern	MISSISSIPPI
Southern	OKLAHOMA
Southern	RIO GRANDE

<u>RETAIL &amp; DELIVERY</u>	
<u>AREA</u>	<u>DISTRICT</u>
Atlantic	BALTIMORE
Atlantic	CAPITAL
Atlantic	CENTRAL PENNSYLVANIA
Central	DETROIT
Central	GREATER INDIANA
Central	GREATER MICHIGAN
Central	NORTHERN OHIO
Atlantic	NORTHERN VIRGINIA
Central	OHIO VALLEY
Atlantic	PHILADELPHIA METROPOLITAN
Atlantic	SOUTH JERSEY
Atlantic	WESTERN PENNSYLVANIA

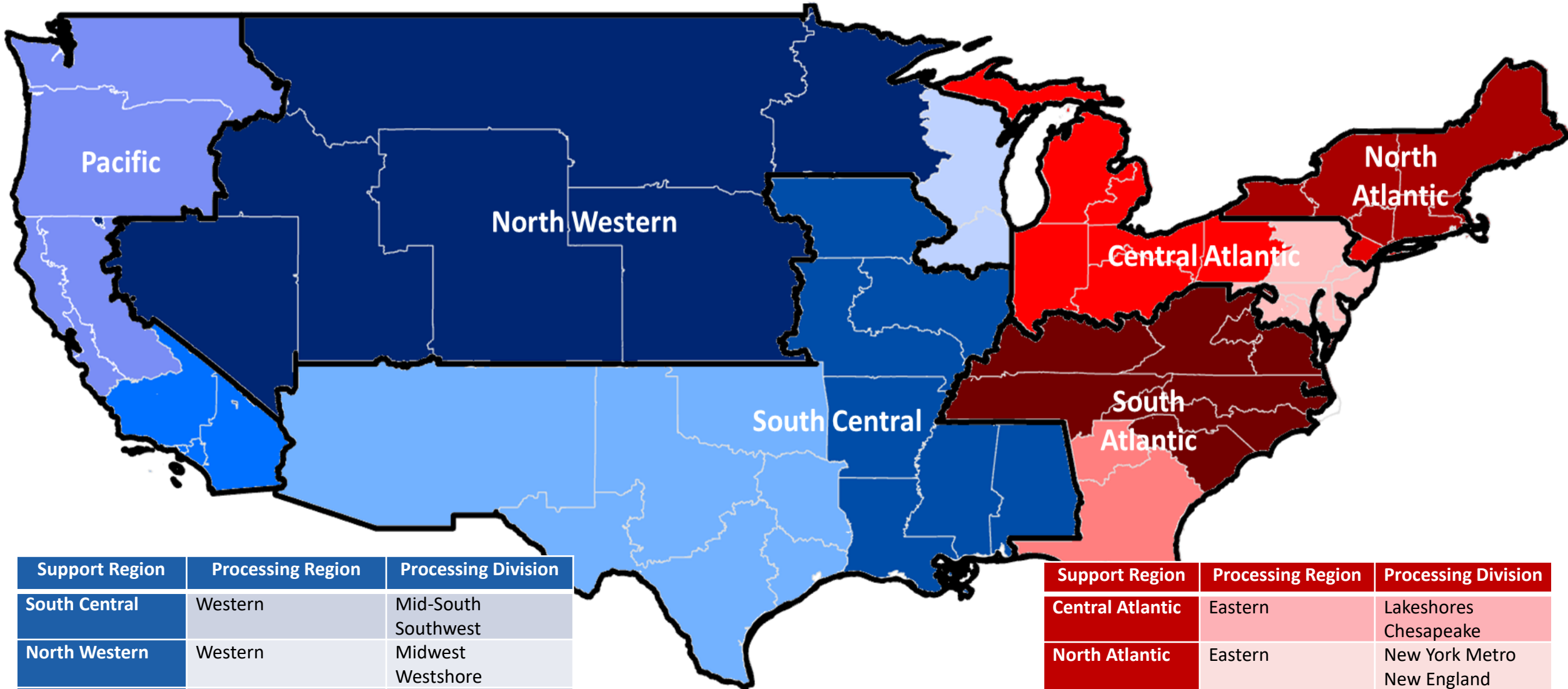
<u>RETAIL &amp; DELIVERY</u>	
<u>AREA</u>	<u>DISTRICT</u>
Central	CENTRAL ILLINOIS
WestPac	CENTRAL PLAINS
Central	CHICAGO
WestPac	COLORADO/WYOMING
WestPac	DAKOTAS
Central	LAKELAND
WestPac	NEVADA-SIERRA
Central	NORTHLAND
WestPac	SALT LAKE CITY

<u>RETAIL &amp; DELIVERY</u>	
<u>AREA</u>	<u>DISTRICT</u>
Atlantic	ALBANY
Atlantic	CONNECTICUT VALLEY
Atlantic	GREATER BOSTON
Atlantic	LONG ISLAND
Atlantic	NEW YORK
Atlantic	NORTHERN NEW ENGLAND
Atlantic	NORTHERN NJ
Atlantic	TRIBORO
Atlantic	WESTCHESTER
Atlantic	WESTERN NEW YORK

<u>RETAIL &amp; DELIVERY</u>	
<u>AREA</u>	<u>DISTRICT</u>
WestPac	ALASKA
WestPac	BAY-VALLEY
WestPac	HONOLULU
WestPac	LOS ANGELES
WestPac	PORTLAND
WestPac	SACRAMENTO
WestPac	SAN DIEGO
WestPac	SAN FRANCISCO
WestPac	SANTA ANA
WestPac	SEATTLE
WestPac	SIERRA COASTAL



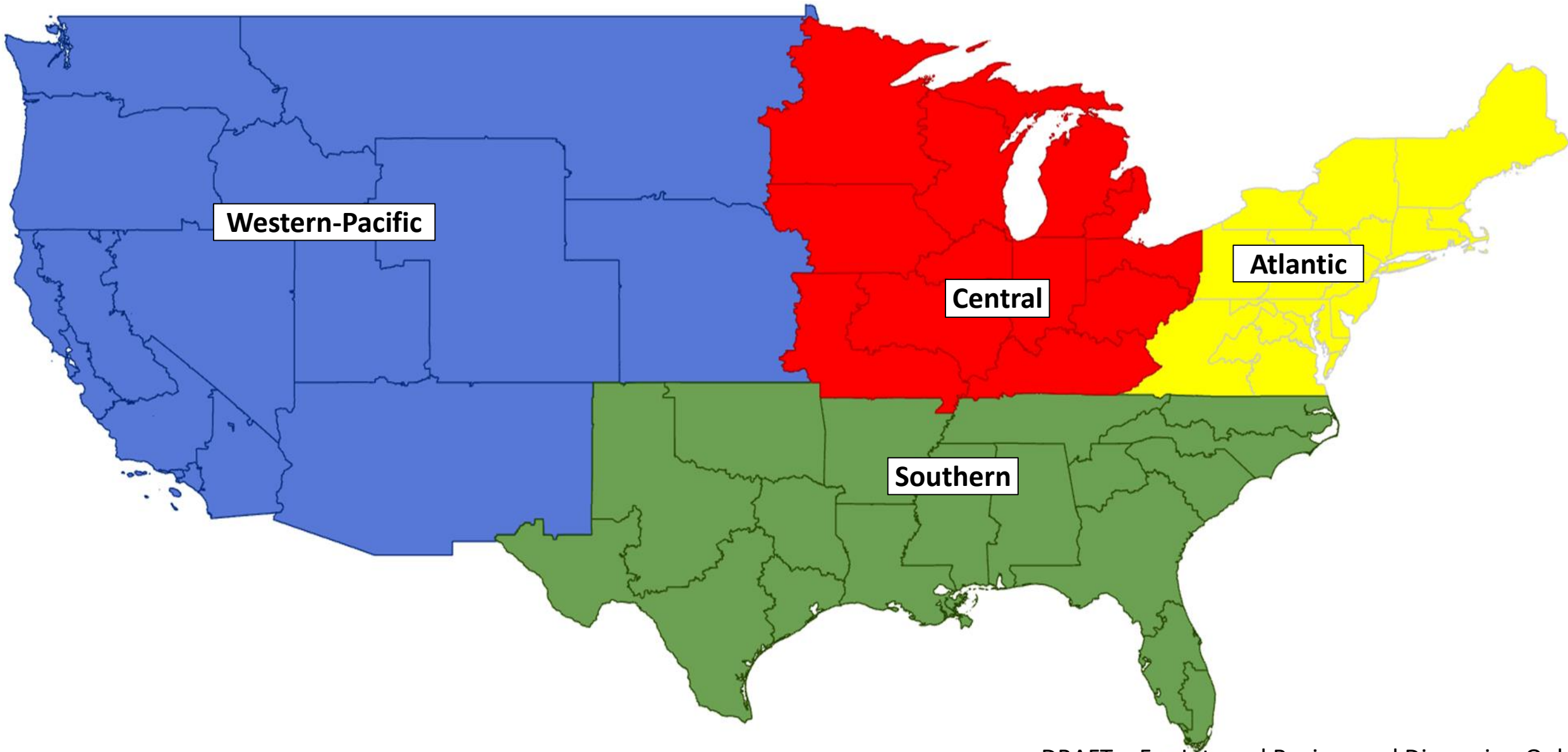
# Support Regions for Processing & Logistics



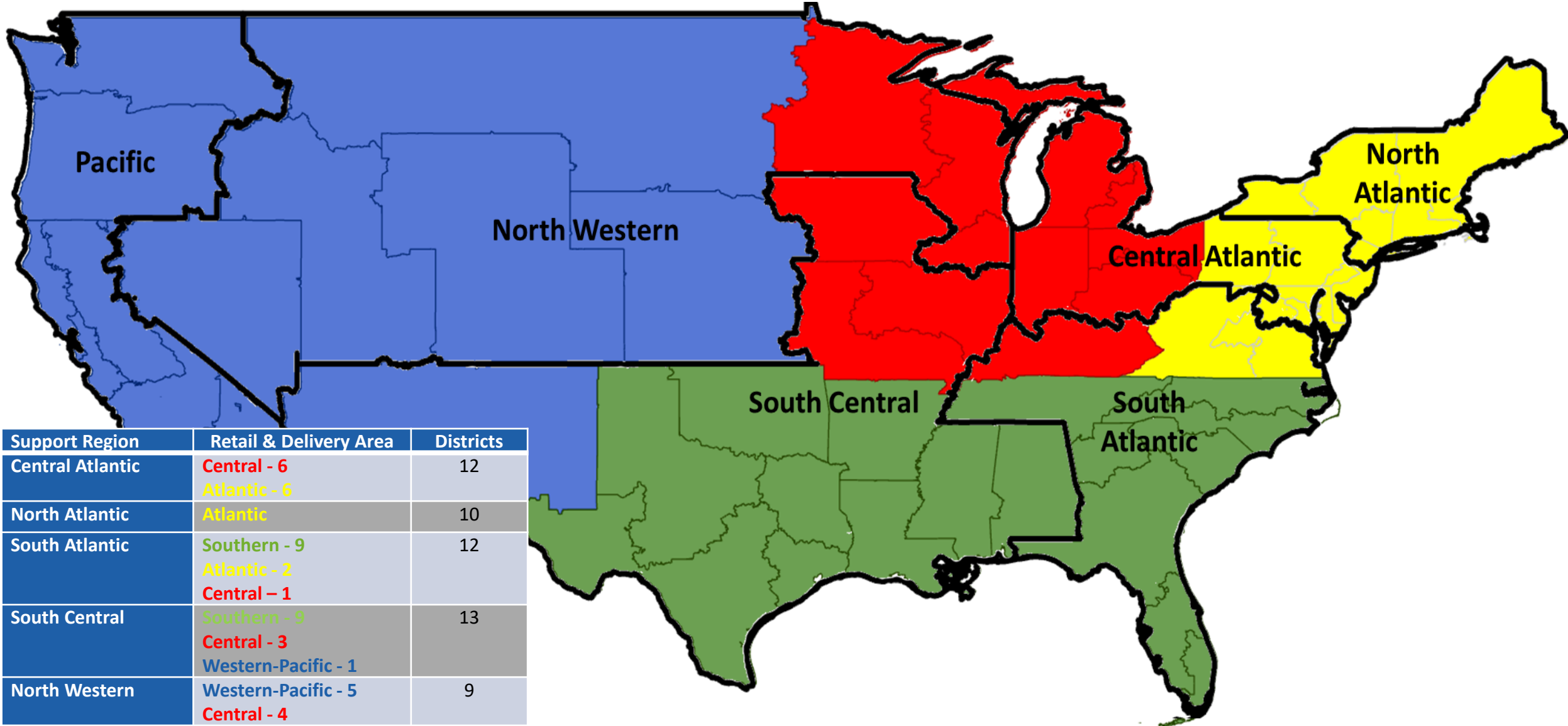
Support Region	Processing Region	Processing Division
South Central	Western	Mid-South Southwest
North Western	Western	Midwest Westshore
Pacific	Western	Southern California Pacific Northwest

Support Region	Processing Region	Processing Division
Central Atlantic	Eastern	Lakeshores Chesapeake
North Atlantic	Eastern	New York Metro New England
South Atlantic	Eastern	Coastal Southeast Mid-Atlantic









Support Region	Retail & Delivery Area	Districts
Central Atlantic	Central - 6 Atlantic - 6	12
North Atlantic	Atlantic	10
South Atlantic	Southern - 9 Atlantic - 2 Central - 1	12
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