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MAR 23 2022

LABOR RELATIONS



March 18, 2022

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

Dear Ivan:

The Postal Service eliminated the descriptor terms Non-Contributor, Contributor, High Contributor, and Exceptional Contributor from the Pay-for-Performance (PFP) Program in Fiscal Year (FY) 2015 but will continue to use the four performance levels for Reduction-in-Force (RIF) purposes only.

Each performance level has an assigned performance rating which is used in the calculation of an employee's retention standing during a RIF. Employees receive extra retention service credit based on the three most recent merit performance ratings of record received during the four-year period before the issuance date of the specific RIF notice. In addition, a preference eligible employee is entitled to assignment rights if the employee's last merit performance rating of record was better than a non-contributor for RIF purposes. The performance ratings are utilized in this manner to ensure compliance with applicable veterans' preference laws and regulations.

The Postal Service issued its pay packages for non-bargaining employees in August 2021, reducing the number of cells in the PFP matrix from a 15-cell matrix to a 10-cell matrix. Accordingly, the RIF performance codes were adjusted as shown in the table below:

OCS CODE	Performance Rating for RIF	PES Performance Rating	Additional Years
EC	Exceptional Contributor	9-10	20
HC	High Contributor	7-8	16
C	Contributor	2-6	12
NC	Non-Contributor	1	0
NR	Not Rated		12
EX	Excluded		0

Please contact me if you have questions concerning this matter.

Sincerely,

Bruce A. Nicholson  
Manager  
Labor Relations Policy Administration