



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

October Consultative Meeting Agenda in Conjunction with the NAPS Fall 2020 Executive Board Meeting via ZOOM October 20, 2020

US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations
James Timmons, USPS Labor Relations

National Association of Postal Supervisors

NAPS Executive Board

1020-01 NAPS is requesting a briefing on the FY21 NPA process that has been rolled out for USPS HQ EAS. This briefing includes the SMART goals for HERO training.

Response: The intent of the HERO Performance pilot is to increase communication with an interactive process and test the functionality of a new system. It is not intended to replace the current PFP program as designed. This pilot will only be conducted with HR employees at headquarters. It follows the same framework as PES with goals/objectives, discussions, reviews and a rating at the end of the year.

The pilot requires a discussion at the beginning of the year, a quarterly review and discussion, and a rating. Goals can be added if one is completed or modified if agreed to by the employee and evaluator.

Goals will be set using **SMART** goals:

Specific - What will be accomplished? What actions will you take?

Measurable - What data will measure the goal? (How much? How many? How well?)

Achievable - Is the goal doable? Do you have the necessary skills and resources?

Relevant - How does the goal align with the Unit/Organization goals? Why is the result important?

Time-Based - What is the timeframe for accomplishing the goal?

Employees participating in the HERO Performance Pilot will still be eligible for PFP under the existing PFP/NPA program.