



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS Consultative Meeting

Agenda for NAPS – USPS January 2022 Consultative Meeting

0122-01 Is the USPS going to consider the first quarter in FY 22 as part of the entire NPA calculation for FY 22? EAS weren't given any information as to how they performed based upon a lack of performance goals in any of the first three months of quarter one.

Response: Quarter 1 performance will be included among the NPA calculation for FY22. The NPA proposal is currently in the consultation process.

0122-02 Will Omicron/ COVID-19 issues concerning, at a minimum, Employee Availability and TOE scores be adjusted to compensate affected NPA scores at the end of FY 2022?

Response: There is no intent right now to modify NPA performance for FY22 and the goals are yet to be finalized. NPA performance can be discussed with NAPS throughout the year.

0122-03 NAPS is requesting the USPS to send out a weekly NPA scorecard informing the field of PFP scores on a weekly and regular basis for their finance number.

Response: A dashboard was established in FY19 to inform individuals of NPA performance. There is a plan to establish another dashboard for FY22, but it cannot be built until the FY22 NPA proposal is finalized in the consultation process. NAPS will be informed once the dashboard is complete. There is an indicator sheet for every NPA indicator that explains the data source and calculation for each indicator to include step by step instructions on how to gather data for an indicator. This can help employees track performance. This is found on the NPA web page.

0122-04 During this most recent peak season no maintenance capable plants had the minimum recommended trained personnel to take care of the mail processing equipment. Some plants have 50 or more deficiencies in training. Headquarters and postal leadership expects to run the equipment to its maximum capacity, which is referenced in telecoms daily. But they failed to get the trained resources needed to meet the goals that were set. The Postal Service should have facilities at the minimum recommended trained staffing or slightly above that minimum level. But there are no facilities at the recommended minimum. Also, there appears to be no plan to increase training capacity to match attrition, which will only make this situation worse in the weeks, months and years to come. How can EAS in plant operations be accountable for processing efficiency when maintenance staffing is below the minimum standard?

Response: Tom Rabicki - Executive Manager, Maintenance Policy, Programs, and Support addressed this consultative item with NAPS. Mr. Rabicki agreed with NAPS's concern and the importance of having maintenance staffing that is sufficiently trained. Mr. Rabicki also stated that this is not a problem across the board. Currently, as well as the months leading into to Peak season, one of the biggest impacts to getting maintenance staff trained was due to COVID and trainees being unable to travel or attend classes. COVID also caused NCED to be closed for approximately one year, and since re-opening, the facility is at 50 to 75% capacity due to social distancing requirements. HQ Maintenance Operations is



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currently working with HR to develop Standard Work Instructions on filling vacancies timely. There is also a web-based site that is under development to track training and identify areas that may need focus or assistance.

0122- 05 NAPS is requesting the creation of a new SDA to eliminate current pay differentials between vehicle maintenance EAS and the craft employees they supervise. With the current SDA based off the level 8 step O rather than level 10 step O, pay anomalies have been created where an automotive mechanics salary is more than some VMF Supervisors. With APWU contracts, each level was increased in February of 2008 by one that created the level 10 Lead Automotive Mechanic. This situation has continued to create more pay discrepancies for our VMF Supervisors. Below is a copy of the new Supervisor Differential Adjustment (SDA) that continues to reflect a need to adjust new supervisor level entry EAS-17. Also, Plant maintenance SDA is at PS-10-Step P, while Vehicle service is PS-8-Step O. This is reflected in the pay spread from the Plant maintenance to the VMF maintenance pay below. Throughout the years, NAPS through the pay/consultative process has continually made efforts at the national level to change and promote fair and equitable SDA's for VMF EAS. Based on data from the 2021 Federal Salary Date base, 93.43% of PS-10 craft employees earn more in a base salary than the EAS who supervisor them. NAPS is requesting that a new Position Group be created for SUPB VEH MAINT and MGR VHCL MAINT FCLT job titles that reflect the SDA be changed to craft levels at level 10 step P. With an adjustment reflective of the SDA level 10, this will make the supervisor's pay more appealing and attractive for entry level VMF management.

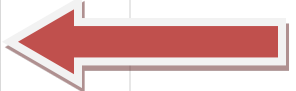
Occupation Codes Eligible for the Supervisor Differential Adjustment (SDA) Effective August 28, 2021 (PP 19-2021)

Position Group: Plant Maintenance (5% over PS-10, Step P)

Table with 4 columns: Occupation Code, Title, Grade, SDA Minimum. Rows include SUPV MAINT OPRNS, SUPV MAINT OPER SUP, MGR MAINT OPS SUPP, SUPV CPTR MAINT LABL PRNTG, SUPV MDC MAINTENANCE.

Position Group: Vehicle Services (5% over PS-08, Step O)

Table with 4 columns: Occupation Code, Title, Grade, SDA Minimum. Rows include SUPV TRANS OPERATNS, SUPV VEH MAINT, SAFETY SPECIALIST (TL), MGR VHCL MAINT FCLT, MGR TRANS/NETWRKS.





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Response: Criteria for the Supervisory Differential Adjustment (SDA) was established through the pay consultation process, Title 39 § 1004 (e) with the management associations. NAPS has sent requests in the past asking the Postal Service to review specific jobs that NAPS believed met the existing criteria for the SDA. If the Postal Service determined that a position met the existing criteria for SDA, then the position would be added to the SDA chart and a new occupation code was established, if needed. This request is a proposal to change the existing criteria which should be discussed in pay consultations in accordance with Title 39 § 1004 (e).

As information, The most prevalent bargaining unit level and step is identified in each position group. The most prevalent level and step supervised in Vehicle Services is PS-08, Step 0.

There are more Supervisor and Manager positions under this SDA category than there are PS-10 bargaining unit positions. Specifically, there is almost 25% greater the number of VMF Managers and Supervisors, that are included among eligibility for the SDA, compared to the number of PS-10, Lead Automotive Technicians. If the recent collective bargaining agreement is ratified by the APWU, a new top step will be introduced in PS-08. If the contract is ratified and the new step is established, this change will be discussed with NAPS if there are any impacts to the SDA policy.

0122- 06 The USPS, effective October 23, 2021, has established the salary and wages for craft employees working as PER PROC SPC (HRSS). The creation of this salary and wage schedule facilitates the need for a Supervisory Differential Adjustment between these craft employees and the Executive Administrative Schedule (EAS) Managers who supervise them.

NAPS is requesting that a new SDA category be created to address the pay differential between the supervisors working as SUPV HR SHRD SVCS and the employees they supervise PER PROC SPC (HRSS). The USPS has created the 5% SDA process, which NAPS contents is too low, yet this point notwithstanding, NAPS is requesting that an SDA of 5% be established based on Grade 1, Step M on the attached Article 9 agreement between the USPS and the APWU for HRSSC. The SDA for this position is requested to be \$91,162.05 until such time effective salary increases begin to occur (January 15, 2022). At that time and all of future craft increases in pay, the SDA will be adjusted accordantly.

NAPS is further requesting that this establishment be retroactive to the October 23, 2021 effective date for the HRSSC AWPU salary and wage schedule.

Response: Pay consultations in accordance with Title 39 1004 (e) is the appropriate forum for this request.

As information, the Salary Schedule that was established for the Personnel Processing Specialist was identical to the EAS-18 schedule. Supervisors at the HRSSC are EAS-21 and EAS-23. The Supervisory Differential Adjustment (SDA) recognizes supervisory positions up to EAS-19. The policy establishes a position group and identifies the most prevalent bargaining unit level and step as the benchmark and applies a 5% differential. If a new position group was established ,



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during pay consultations, and the SDA policy was modified to recognize EAS-21 and 23 Supervisors, the EAS positions and a 5% the differential would be established at around \$70,400. The current salary range minimum of the EAS-21 is \$76,910, much greater than 5% over the most prevalent bargaining unit step at the HRSSC.

0122-07 NAPS would like to bring to the Postal Service's attention the inordinate delays that are occurring in the processing of invoices at the Eagan Finance Office in Eagan, Minnesota. Our organization represents members who submit appeals through the Merit Systems Protection Board.

There have been numerous instances where settlements are reached that require the Postal Service to financially compensate the Appellants in MSPB cases. The processing time for these settlements has been excessive and unacceptable.

These are some of the specific cases we are providing as examples of excessive processing time:

four months – still not processed
three months – still not processed
over four months in 2021.
over four months in 2020.

(For the confidentiality of these individuals we will not place their names in the minutes of the meeting.)

In instances where NAPS members have opted to retire or resign from the Agency, the processing time for terminal leave checks has also been excessive in the range of four months or longer.

NAPS would like to know what is the average time that it should be expected to take for Eagan to process MSPB settlements and terminal leave payments?

NAPS further wants to know what action the Postal service will take to reduce the processing time for settlement adjustments at Eagan, MN?

NAPS is proposing as a resolution that the Postal Service provide an advance of 80% of the expected payment to a NAPS member who reaches a settlement with monetary provisions using a process similar to PS Form 1608 and PS 2243 to provide interim relief and payments to affected members. When Eagan does process the adjustments, the member would complete the process and obtain the remainder of the funds that they might be entitled to.

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member would complete the process and obtain the remainder of the funds that they might be entitled to.

Response: This proposal is not adopted. After reviewing the examples NAPS provided and discussion with accountants at Eagan, there is not a specific reason for the said delays, but those delays were not due to the Eagan processing center. The review process at Eagan can take up to 60 days if there are no issues with the submission request. If an error is identified, Eagan returns the submission for correction and resubmission. All examples provided by NAPS had different discrepancies and triggered all submissions to be resubmitted and caused delays. Examples of these discrepancies include missing employee information, incorrect / outdated forms being submitted, missing documentation, and an employee not agreeing to sign PS-Form 8038. Once resubmitted the package needs to go through the review process again. This process goes through several levels of review by finance, payroll, and accounting, and then processing. Although NAPS feels the processing time is “excessive”, it is essential that the payment to an employee is correct. If processed with incorrect information, it could cause requests for overpayment and tax consequences. Every district LR has a backpay coordinator. A list of District Backpay Coordinators will be provided to NAPS. LR will also be providing refresher training to all coordinators on backpay submissions.

0122- 08 NAPS is requesting to know the cost of developing and implementing the eArrow Lock Program, which was scheduled to be field tested in the Chicago area in November, 2021.

Response: William Tartal – Manager, Delivery Technology Programs addressed this consultative item with NAPS. At this point we have not determined a total cost of developing and implementing the eArrow Lock Program, as this is still in the proof of concept and testing stages of this pilot program. The eArrow Lock uses an existing Arrow Lock Key in combination with the Mobile Delivery Device-Technical Refresh (MDD-TR). The eArrow lock was developed as a solution to the ongoing challenge the Postal Service is facing of collection boxes and CBUs being compromised by lost, stolen and counterfeit Arrow Lock Keys. We will continue to keep NAPS updated as this program is expanded.

0122- 09 What is the Postal Service’s policy on reinstatement of EAS employees who left the organization but are seeking to be reinstated to an EAS position?

The Postal Services policy on reinstatement of EAS (non-bargaining) employees can be found in Handbook EL-312, 233.3 External Recruitment - Competitive and Noncompetitive.

Handbook EL-312

233.3 External Recruitment - Competitive and Noncompetitive

233.31 External Recruitment in General

When the appointing official cannot fill a vacancy through the internal placement of employees, the appointing official can post the vacancy externally on

<http://about.usps.com/careers/welcome.htm> (see Chapter 4).

Applications are accepted and processed through the Postal Service’s online application management system. In addition, appointing officials:

a. May use additional recruitment activities to attract qualified applicants.



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b. May fill bargaining and non-bargaining vacancies using the noncompetitive sources listed in 233.33 through 233.39, as appropriate and in accordance with the applicable national agreement.

233.32 Competitive Appointment A competitive appointment is when a selection is made from applicants who respond to an announcement posted on <http://about.usps.com/careers/welcome.htm>. Current career postal employees, regardless of position or location, are ineligible for selection for externally announced vacancies. Current noncareer employees are eligible to apply and compete for externally-announced vacancies.

233.33 Reinstatement and Reemployment

233.331 Reinstatement and Reemployment in General The Postal Service may fill a career position by reinstatement, which is the noncompetitive appointment of an individual with reinstatement eligibility. Exception: See 232.52, Positions Restricted to Applicants Eligible for Veterans' Preference.

a. A career position may be filled by reinstatement under EL-312: 233.331 through 233.334 without first posting an external vacancy announcement since this is a noncompetitive appointment.

b. The applicable procedures in Management Instruction EL-500-2010-4, Contracting With Individuals or Rehiring Into Career Non-bargaining Positions, must be complied with in respect to reinstatement of an individual.

c. A displaced federal employee, as defined by the Office of Personnel Management's regulations, has reinstatement eligibility if he or she meets the requirements of 233.332 through 233.334. However, a displaced federal employee does not have a right to priority selection to any career position in the Postal Service.

d. An individual with reinstatement eligibility who is not reinstated to a career position under 233.331 through 233.334 may be appointed to that position on some other noncompetitive basis or on a competitive basis.

233.332 Service Requirement for Reinstatement

An individual has reinstatement eligibility if he or she meets one of the following two service requirements stated in items a. or b.; the requirements of 233.333; and any applicable requirements of 233.334:

a. The individual previously served for any period of time in career appointment(s) in the Postal Service.

(1) An individual is ineligible for reinstatement if his or her previous service was only in noncareer appointment(s) in the Postal Service.

(2) Examples of current and past Postal Service noncareer appointment types:

(a) Temporary employee; (b) Transitional employee; (c) Casual employee; (d) Postal support employee; (e) Temporary relief carrier; (f) Rural carrier associate; (g) Rural carrier relief; (h) Substitute rural carrier; (i) Auxiliary rural carrier; (j) City carrier assistant; (k) Mail handler assistant; (l) Postmaster relief/leave replacement; (m) Postmaster relief (Remotely Managed Post Office); and (n) Postmaster relief (Part Time Post Office).

b. The individual previously served for any period of time in other federal entities in career-conditional or career appointment(s) in the competitive service.

(1) Individuals hired into a permanent position in other federal entities are hired under one of the following three types of appointments:

(a) Competitive service appointment.



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- (i) Most individuals hired into the competitive service are appointed under a career-conditional appointment and converted to a career appointment after serving 3 years of substantially continuous, creditable service.
- (ii) In limited cases, individuals are hired into the competitive service directly under a career appointment rather than under a career-conditional appointment.
- (b) Excepted service appointment.
- (c) Senior Executive Service (SES) appointment.
- (2) An individual who previously served in only excepted service and/or SES appointment(s) in other federal entities is ineligible for reinstatement to a career position in the Postal Service.
- (3) Many non-postal federal entities have a combination of competitive service, excepted service, and/or SES appointments.
 - (a) Some non-postal federal entities have only excepted service appointments, while some have component(s) that have only excepted service appointments.
 - (b) Exhibit 233.34 contains a partial list of non-postal federal entities and components that have only excepted service appointments.
- (4) The type of appointment under which an individual served in another federal entity is often indicated on the records documenting the individual's appointment, e.g., the Standard Form 50, Notification of Personnel Action, used by many other federal entities.

0122-10 NAPS has become aware that USPS is posting level 18 Postmaster positions to ALL career employees nationwide, in violation of EL 312- 743.13 (See attached). While EL 312- 743.132 does allow the Area of Consideration to be extended, this is to occur only AFTER the assessment of potential applicants. That cannot occur when the position is posted as it is, to all career postal employees nationwide. This violation of EL 312- 743.13 impacts field NAPS members, specifically EAS level 17 supervisors who are unnecessarily competing with unqualified craft employees for level 18 Postmaster positions. These positions should be posted only to career EAS employees in accordance with EL 312 743.131(c).

Response: Elisa Fion – Manager, Employment Policy & Programs attended and addressed this consultative item. Provided immediately below are the applicable provisions for Area of Consideration in Handbook EL-312, Employment and Placement.

743.13 Defining the Area of Consideration

Selecting officials are responsible for defining the area of consideration for non-bargaining vacancies (see 741) as outlined in the following sections.

743.131 Minimum Area of Consideration

- a. The minimum area of consideration for Headquarters vacancies is career non-bargaining employees Service-wide.
- b. The minimum area of consideration for Area vacancies is career non-bargaining employees Area-wide.
- c. The minimum area of consideration for Field vacancies is career non-bargaining employees within the District. Exception: the minimum area of consideration for positions filled under the Supervisor Selection Process is all career employees (including bargaining employees) District-wide (see 75). All eligible non-bargaining employees (including Area, Headquarters, and Headquarters field units)



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may apply if their current work location (where they physically report to work) is located within the geographic (service) area of the organizational unit in the job posting.

743.132 Extending the Area of Consideration

After the assessment of potential applicants, the area of consideration may be expanded to include:

- a. Career bargaining employees,
- b. A larger geographic territory (i.e., Area-wide or Service-wide),
- or c. An external announcement.

Selecting officials are responsible for defining the area of consideration as outlined in EL 312- 743.13. Section 743.131, the minimum area of consideration provides the prescribed limit of individuals eligible to apply for a position. Limiting a position to non-bargaining employees of a district is the greatest degree that a position can be limited if there is a decision to do so. For example, a posting could not be limited to an installation, a facility or a specific level (example: EAS-17) for applicants. Selecting Officials have the authority to post jobs to all categories of employees and can be service wide.

Section 743.132, a separate provision from 743.131, allows for an extension of the area of consideration after there is an assessment of potential applicants. This process does not prohibit a Selecting Official from posting jobs to career non-bargaining and bargaining unit employees under the prior provision, Section 743.131.

These provisions are established to allow for the best qualified to apply and not to limit the applicant pool. Allowing more applicants could also push the process to a review board for another level of accountability. The restructure has required a review of these provisions, specifically reference to Areas and Districts under 743.13 and modifications to current language will be provided to NAPS for review.

0122- 11 NAPS is requesting the status of the EAS 17 Customer Relations Coordinator for the Columbia, Missouri Post Office. This office qualifies for the position based on the attached documentation, and approved by the local district and Area offices, yet the response from USPS HQ Organization Design continues to be that the position is under review by HQ and cannot be approved. What entity at USPS HQ is reviewing this position, and when will this review be completed? In the meantime, NAPS is requesting that this long-approved position be posted in the Columbia, Missouri area of consideration.

Response: The staffing criteria for the Customer Relations Coordinator (CRC) EAS-17 is, authorized in EAS-24 or larger Post Offices that are greater than 35 miles away from the Customer Service District Office. These criteria have been in place since 12/2/1992. The Columbia PO had a CRC position from 3/23/2009 to 9/6/2013. The position was removed in 2013 due to a request submitted by the District to move the CRC to the Springfield, IL Post Office. The Springfield PO is still authorized the CRC.

The District HR team can submit a request for the CRC position to be authorized at the Columbia PO since, Columbia PO and Springfield PO meet the eligibility for the position.