

## Board Memo 002-18

Executive Board,

Please share the attached USPS HQ correspondence with your members. Briefly, USPS is expediting the posting and filling of specific EAS supervisor vacancies (see attached), internally and externally, to get the vacancy rate to 4%. Below is a chart of combined summary of the respective supervisor positions by Area.

### Vacancy Rates - Highest District in each Area

AREA NAME	DIST NAME	AUTHORIZED	ON ROLLS	VARIANCE	RATE	GAP TO 4%
CAPITAL METRO	RICHMOND PFC	230	213	17	7.4%	8
EASTERN	NORTHERN OHIO PFC	358	304	54	15.1%	40
GREAT LAKES	GREATER INDIANA PFC	313	280	33	10.5%	21
NORTHEAST	ALBANY PFC	156	138	18	11.5%	12
PACIFIC	SACRAMENTO PFC	287	260	27	9.4%	16
SOUTHERN	LOUISIANA PFC	236	213	23	9.7%	14
WESTERN	NORTHLAND PFC	338	309	29	8.6%	16
<b>TOTAL</b>		<b>1,918</b>	<b>1,717</b>	<b>201</b>	<b>10.5%</b>	<b>125</b>

JOB TITLE	AUTH	ON ROLLS	VARIANCE	MKT SHARE
SUPV CUSTOMER SERVICES	1,413	1,259	154	76.6%
SUPV DISTRIBUTION OPERATIONS	322	288	34	16.9%
SUPV MAINTENANCE OPERATIONS	153	143	10	5.0%
SUPV TRANSPORTATION OPERATIONS	30	27	3	1.5%
<b>TOTAL</b>	<b>1,918</b>	<b>1,717</b>	<b>201</b>	<b>100.0%</b>

There are several components that the USPS has revised which are:

- Suspending the Supervisory test (Examination 642).
- Expediting a lateral request process, once prior to posting. After that, applications will be considered competitively.
- Area and District HR/LR should be reaching out to your local NAPS representatives communicating the process.
- Information on postings must be shared with current EAS-17 personnel where vacancies exist.
- Vacancies will be posted for one week for District wide consideration.
- Upon closing of the internal posting, an external posting will automatically be posted by HRSSC. This will expedite the process if an applicant is not selected via the internal process.
- Once a selection is made, the formal training (NSP) is to be scheduled and the candidate is expected to begin training no later than 30 days after applicant's reporting date.
- For those vacancies that require a review committee, USPS will coordinate with the respective AHRM's to centralize and expedite the review committee process. The committee will then provide the Selecting Official the top candidates for their consideration and selection.

Be advised that the USPS has a tight timeframe to expedite this process.

Thank you.

NAPS Headquarters



January 3, 2018

Brian J. Wagner  
President  
National Association of Postal  
Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22305-2600

Dear Brian:

As a matter of information, the Postal Service plans to suspend Examination 642 and post all vacant positions of:

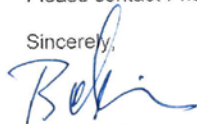
- Supervisor, Customer Services
- Supervisor, Distribution Operations
- Supervisor, Maintenance Operations
- Supervisor, Transportation Operations

The intent is to expedite the process of filling these vacancies in frontline supervisory jobs. The Postal Service is currently at an EAS vacancy rate of 10.5% and is striving to reach a vacancy rate of 4% nationally for these positions.

We intend to expedite the process for reviewing and accepting lateral requests to the vacant positions prior to posting. Once a job is posted, all applications will be considered competitively. Information on postings will be shared with current EAS-17 personnel where vacancies exist. Vacancies will be posted for one week for District wide consideration in eCareer.

Upon closing of the internal posting, an external posing will automatically be posted by HRSSC. Once an applicant is selected, the formal training period is scheduled and begins no later than 30 days after the applicant's reporting date.

Please contact Phong Quang at extension 2857 if you have questions concerning this matter.

Sincerely,  


Bruce A. Nicholson  
Manager  
Labor Relations Policy Administration