

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



July 20, 2018

Brian J. Wagner  
President  
National Association  
of Postal Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Dear Mr. Wagner:

Enclosed, please find modifications to the Postal Service's pay package dated June 28 concerning changes in pay policies, schedules, and fringe benefit programs for Field Executive & Administrative Schedule (EAS) employees for positions represented by the National Association of Postal Supervisors (NAPS). The fiscal year 2019 Pay-for-Performance (PFP) pay matrix was changed and the Administrative Assistant (Field), EAS-12 position upgrade was provided a 2 percent promotional pay increase. This decision is the outcome of the pay consultation process outlined in Title 39, U.S. Code, § 1004 (e).

This compensation package covers, unless otherwise specified, through fiscal year 2019.

Sincerely,

A handwritten signature in black ink, appearing to read "Doug A. Tulino".

Doug A. Tulino

Enclosure

**EAS PAY PACKAGE DECISION  
THROUGH FISCAL YEAR 2019  
FIELD EAS EMPLOYEES**

**1. PAY-FOR-PERFORMANCE**

The EAS Pay-For-Performance (PFP) Program and Matrix established by the Fiscal Year (FY) 2011-2015 pay decision will continue for FY2018. Employee performance will be measured under a 15-point rating system with different pay increases established at each of the 15-point ratings.

This application will be based on the matrix immediately below:

**PFP MATRIX FY2018**

(3) 0.0%	(6) 3.0%	(9) 5.0%	(12) 7.0%	(15) 9.0%
(2) 0.0%	(5) 2.5%	(8) 4.5%	(11) 6.5%	(14) 8.5%
(1) 0.0%	(4) 2.0%	(7) 4.0%	(10) 6.0%	(13) 8.0%

*Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.*

Under the EAS Pay-For-Performance (PFP) Program and Matrix for FY2019, employee performance will be measured under a 15-point rating system. Cell three (3) of the Matrix will compensate employees with a 1% lump sum payment.

This application will be based on the matrix immediately below.

**PFP MATRIX, STARTING FY2019**

(3) 1.0% Lump Sum	(6) 2.5%	(9) 4.5%	(12) 5.25%	(15) 6.0%
(2) 0.0%	(5) 2.25%	(8) 4.0%	(11) 5.0%	(14) 5.75%
(1) 0.0%	(4) 1.75%	(7) 3.5%	(10) 4.75%	(13) 5.5%

**2. PAY-FOR-PERFORMANCE, NPA COMPOSITE WEIGHTS**

Corporate 60%

Unit 40%

**3. SALARY RANGES**

Changes to EAS salary structure, effective September 29, 2018.

<b>RSC GRADE</b>	<b>Minimum</b>	<b>Maximum</b>
15	\$46,500	\$69,551
16	\$48,500	\$77,785
17	\$52,800	\$81,234
18	\$52,800	\$84,802
19	\$60,000	\$88,821
20	\$65,300	\$93,639
21	\$71,000	\$98,188
22	\$73,300	\$106,415
23	\$77,300	\$112,213
24	\$82,000	\$117,767
25	\$93,000	\$123,627
26	\$99,900	\$129,792

**4. HEALTH BENEFITS CONTRIBUTION**

The employer's contribution towards the Federal Employee Health Benefit (FEHB) plan will be 72% of the weighted average as determined by the Office of Personnel Management (OPM) and will not exceed 75% for any individual plan.

**5. PROMOTIONAL PAY INCREASE**

Nonbargaining unit employees may receive promotion increases based on the distance from the maximum of the new grade as follows:

**Factor #1**

<b>Award this percentage...</b>	<b>If the employee's current salary is...</b>
<b>5 to 10</b>	<b>Greater than 20 percent from the maximum of the new grade.</b>
<b>4 to 8</b>	<b>10 to 20 percent from the maximum of the new grade.</b>
<b>3 to 5</b>	<b>Less than 10 percent from the maximum of the new grade.</b>

**Factor #2**

In addition to the eligible promotion increases described in Factor #1, nonbargaining unit employees will automatically receive a percent increase for promotions that are 3 or more grades.

<b>Award this percentage...</b>	<b>If the employee's promotion equals...</b>
<b>3</b>	<b>3 grades</b>
<b>5</b>	<b>4 or 5 grades</b>
<b>8</b>	<b>6 or more grades</b>

*\*There is no change to factor #2*

**6. PROMOTIONAL PAY INCREASE**

A nonbargaining employee who voluntarily changes to a lower grade position and is promoted to another position up to the previous grade within one year will not receive promotion pay. If within the one-year period, employee is subsequently promoted to a higher level position, promotion pay increase eligibility will be determined based on highest level position permanently held within the prior 12 month period.

**7. POSITION UPGRADE**

The salary schedule of EAS-12 will be collapsed and the position of Administrative Assistant (FLD) EAS-12 (OCC Code 0318-0007) will be upgraded to EAS-15. Incumbents in this position will receive a 2 percent basic salary increase. The increase is adjusted higher if necessary, to bring the salary to the minimum of the new grade. The increase is adjusted lower if necessary to keep the salary from exceeding the maximum of the higher grade.

**8. USPS/NAPS WORK GROUPS**

**The Postal Service and the National Association of Postal Supervisors have agreed to create a joint work team for the purpose of exploring and resolving issues regarding Field EAS salaries and grades. The intent is to complete work on this so that any changes will be implemented in FY2019. In the event the work team is unable to conclude their work on the pay issues in question prior to September 4, 2018, the parties will reconvene to determine increases to the salary ranges for FY2019.**