



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
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Phone (703) 836-9660

January 15, 2019

Mr. Doug Tulino
Vice President, Labor Relations
United States Postal Service
475 L'Enfant Plaza SW Room 9014
Washington, DC 20260-4000

Re: NAPS representation of certain Headquarters and Area EAS employees

Dear Doug:

The National Association of Postal Supervisors (NAPS) recently received, from one of our members, your letter dated December 28, 2018, regarding "Area and Headquarters Pay Package." That letter refers to "those Headquarters and Area positions who are represented by the National Association of Postal Supervisors (NAPS)." This is to confirm that NAPS agrees with the Postal Service that NAPS represents the Executive and Administrative Schedule (EAS) employees in the positions listed on the first page of the attachment to your letter, which is also attached for your convenience. Our concurrence does not waive NAPS's assertion that it also represents other USPS Headquarters and Area EAS positions.

Regards,

A handwritten signature in blue ink, appearing to read "Brian J. Wagner".

Brian J. Wagner
National President

Encl.

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



December 28, 2018

OFFICERS

SUBJECT: Area and Headquarters Pay Package

Attached is the Area and Headquarters pay package for non-bargaining employees in the Pay-Band and Executive and Administrative Schedule (EAS) through fiscal year 2019. As indicated in the attachment, this pay package will not apply to those Headquarters and Area positions who are represented by the National Association of Postal Supervisors (NAPS). The pay decision for those positions will be finalized after the Fact-Finding process is complete.

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

Doug A. Tulino

Attachment

cc: Managers, Human Resources (Area)

**AREA and HEADQUARTERS EAS AND PAY-BAND PAY PACKAGE
THROUGH FISCAL YEAR 2019**

THE FOLLOWING POSITIONS ARE EXCLUDED:

- ALL EAS POSITIONS AT THE NETWORK DISTRIBUTION CENTER (NDC)
- ALL CAREER EAS POSITIONS AT THE HUMAN RESOURCES SHARED SERVICE CENTER (HRSSC)

<u>POSITION</u>	<u>LEVEL</u>	<u>OCC CODE</u>
• MGR, CUSTOMER CARE OPERATIONS	EAS-25	0340-0014
• MGR. CUSTOMER CARE OPS SUPPORT	EAS-25	0340-0016
• SUPV, CUSTOMER CARE CENTER	EAS-17	2345-0107
• CUSTOMER CARE SUPPORT SPEC	EAS-19	2345-0108
• QUALITY ANALYST	EAS-19	1910-0026
• MGR, SALES (DISTRICT) (1)	EAS-26	2370-0576
• MGR, SALES (DISTRICT) (2)	EAS-25	2370-0382
• MGR, SALES (DISTRICT) (3)	EAS-24	2370-0575
• SALES EXECUTIVE SR (MAILING)	EAS-23	2370-0390
• SALES EXECUTIVE SR (SHIPPING)	EAS-23	2370-0389
• SALES EXECUTIVE	EAS-21	2370-0522
• FIELD SALES REPRESENTATIVE	EAS-17	2370-0399
• FIELD SALES REPRESENTATIVE SR	EAS-19	2370-0398
• MGR, VEHICLE MAINTENANCE FACILITY	EAS-18	2150-7043
• MGR, VEHICLE MAINTENANCE FACILITY	EAS-19	2150-7044
• MGR, VEHICLE MAINTENANCE FACILITY	EAS-20	2102-0006
• MGR, VEHICLE MAINTENANCE FACILITY	EAS-21	2380-0006
• MGR, VEHICLE MAINTENANCE FACILITY	EAS-22	2380-0007
• SUPV, VEHICLE MAINTENANCE	EAS-17	5823-0007
• SUPV, POSTAL POLICE	EAS-17	2335-0022
• EEO ADR SPECIALIST	EAS-19	0260-0031

1. PAY-FOR-PERFORMANCE

The 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.

Management & Technical Pay-Band controls points will continue to be applied in FY2018 based on salary relative to pay band maximums.

Under the 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%

Note: All percentages in cells 4-15 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.

2. PAY-FOR-PERFORMANCE- NPA WEIGHT DISTRIBUTION

The NPA weight distribution for PFP ratings remains unchanged and will continue as follows:

- A. AREA EMPLOYEES**
NPA COMPOSITE WEIGHTS
Corporate 60%
Unit 40%

B. HEADQUARTERS EMPLOYEES

Employees are evaluated on individual performance objectives and core performance dimensions that are intended to improve customer service, generate revenue, manage costs and enhance a performance-based culture.

3. SALARY RANGES

Changes to EAS and Pay-Band salary structure, effective January 5, 2019.

GRADE	Minimum	Maximum
15	\$47,422	\$70,664
16	\$49,605	\$79,030
17	\$52,800	\$82,534
18	\$54,081	\$86,159
19	\$60,000	\$90,242
20	\$65,300	\$95,137
21	\$71,000	\$99,759
22	\$73,300	\$108,118
23	\$77,300	\$114,008
24	\$82,000	\$119,651
25	\$93,000	\$125,605
26	\$99,900	\$131,869
V1	\$100,100	\$135,300
V2	\$102,900	\$139,900

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

Non-bargaining employees may receive promotion increases based on the distance from the maximum of the new grade as follows:

Factor #1

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

Factor #2

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

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

6. PROMOTIONAL PAY INCREASE

A non-bargaining 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. PAY GRADE CONSOLIDATIONS

The salary schedule of EAS Grades EAS-14 and below will be consolidated into Grade 15. Incumbents in these positions 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.