NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
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November 17, 2026

BOARD MEMORANDUM

FY2026 Field Unit Mitigation Request for Consideration Process

Executive Board,

The FY2026 Field Unit Mitigation Request for Consideration Process is now open. Field Unit installation heads may request a mitigation when circumstances adversely impacted a unit indicator or indicators, resulting in a lower overall performance rating despite efforts to offset the situation.

All requests must be submitted online through the Performance Evaluation System (PES) no later than Friday, November 20, 2026.

FY2026 Field Unit Mitigation Timeline

Process / Responsible Party	Start	End	Duration
Field Unit Installation Head — Submit requests in PES	Nov 16	Nov 20	5 days
Lead PCES District/Region Executive — Review; approve or disapprove	Nov 21	Nov 24	4 days
Field Unit Installation Head — Resubmit if disapproved	Nov 25	Nov 28	4 days
Director, Field HR and Executive Manager, Finance and Budget — Review and recommend	Nov 29	Dec 1	3 days
HQ Indicator Validation and Response	Dec 2	Dec 4	3 days
VP, Area Retail & Delivery Ops / VP, Regional Processing Operations / Sr. Director, Regional Logistics — Approve or disapprove	Dec 5	Dec 8	4 days
NPA Team — Review, verify, and publish	Dec 9	Dec 10	2 days
Mitigation NPA Posting Date	Dec 11	Dec 11	—

Please share this information with your respective membership and emphasize the November 20 submission deadline.

Chuck Mulidore
NAPS National President