



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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February 1, 2024

### **Board Memo 015-2024: 2023 November NAPS USPS Consultative Meeting Minutes**

**Executive Board,**

Attached are the NAPS USPS Consultative Meeting Minutes for November 2023.

Please share this information with your membership.

Thank you, and be safe.

NAPS Headquarters



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## NAPS/USPS November 2023 Consultative Meeting

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**1123-01** NAPS is questioning if the Postal Service will extend the Annual Leave carryover and Annual Leave Exchange exceptions into leave year 2025 as in previous years? (see attached) NAPS believes that the Postal Service should extend both of these program exceptions as EAS continue to deal with employee shortages, including EAS vacancies, that impede EAS from taking annual leave.

**Response:** This agenda item relates to pay and should be addressed during pay consultation, as outlined in Title 39 § 1004.

Following the consultative meeting this request was made a permanent change and implemented in December 2023.

**1123-02** NAPS is requesting the Postal Service's interpretation of the 120 Day Calendar Time Limit rule, specifically the applicability to Postmaster vacancies as found in EL-312 Section 743.15, and EL-312 Section 743.16.

**Response:** The policy is as written and speaks for itself.

**1123-03** NAPS is requesting how many 204b hours and Code 35 hours did USPS use in Function 2, from June 2023 through Oct 2023.

**Response:** F2 code 35 hours for the period requested, from June pp13 - Oct. pp23, were 1,820,664

The total 204b Delivery Services hours for the period requested, from June pp13 - Oct. pp23, was 1,213,731 hours.

204b hours were reduced 14.34% from Pay Period 2023-08-1 through 2023-23-2 following the addition of the Supv Customer SVCS (Relief) positions.

**1123-04** For NPA, level 18 Postmasters have 60 % control of their office scores while every other level has 80% direct control. Looking at the weighted % applied to the righthand column items of any Post Office NPA score card, level 18 Postmasters are the only group that have the "Retention Rate" (a District score) set at 40%. Why was every other level able to impact their NPA score by 80%?



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---

**Response:** Can NAPS better explain what they are requesting or referring to? Which year? The Score Card named "Employee Retention" was changed to "Employee Separation Rate" for 2023. Requested NAPS to provide the NPA Scorecards that this item is referencing, to examine.

**1123-05** NAPS is requesting a briefing on the S&DC IOP Scorecard - Power Bi Delivery Report ... Based upon the Carriers after DOV, Carriers After1900, late trips and other indicators, the S&DC process does not appear to be operationally successful, efficient, or service oriented at this point.

**Response:** Roxanne Hosein, Mgr Post Office Operations and Delivery Integration provided a briefing concerning this indicator.

**1123-06** NAPS is requesting if vehicles can be made available to delivery units allowing EAS to perform carrier street observations so front-line supervisors are not using their POV?

**Response:** Delivery units may use any postal vehicle assigned to their office when available. The local vehicle maintenance facility can be contacted to provide a pool vehicle, if available.

**1123-07** Prior to POSTPlan, level 15 Postmasters and below had the opportunity to file Other Appealable Actions in ELM 652. Now that these Postmasters are Level 18, they have lost that opportunity. NAPS is requesting that USPS change line 1 of Subsection 652.41 of the ELM to EAS 18 from EAS 17.

**Response:** This policy applied to a limited number of Postmaster positions in levels 16 and below. During implementation of POST Plan, Postmasters that were incumbents in Level 15 positions either competed for higher level promotions, likely to Level 18, or the position was eliminated. Level 18 and above Postmasters can still appeal disciplinary actions including Letters of Warning and Emergency Placement. This request is not adopted. Concerns can still be discussed with the immediate manager.

**1123-08** Due to the RRECS mini survey last March, PS form 4003 (rural route pay adjustment document) was temporarily or permanently closed, and no equivalent was provided. In areas of consistent growth rural routes are not being adjusted and are overburdened without new routes being created.



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## NAPS/USPS November 2023 Consultative Meeting

---

This process affects SWC, as new EAS level 17 positions are not being created, reflecting the growth in rural carrier positions. NAPS is requesting the process of adjusting overburdened rural routes begin as soon as possible.

**Response:** Route adjustments (territorial adjustments of overburdened routes) are never made in November and December. The parties are currently in discussion on development of an adjustment worksheet used within the RRECS environment.

**1123-09** NAPS believes the RCA credit under SWC should be 1.0 credit per RCA instead of 0.4 for seasonal offices. RCAs are often working 6 days a week or 13 days biweekly due to slow and ineffective USPS hiring practices.

**Response:** SWC credit is given for the number of employees managed which is consistent with other ratios. When employee complement increases, SWCs credits increase. When employee complement decreases, supervisor activities of subordinates decreases and therefore the credits decrease. The current credit is 1.25 for regular rural carriers and PTFs. For routes that have become vacant the credit is continued for 60 days or while the route is within bidding.

The SWC gives 0.40 credit for working RCA's and ARC's.

There isn't a differentiation between "seasonal" or regular offices.

**1123-10** The triangulation report identifies NDI <65% (Non-Delivery Initiative), meaning a route or routes were not delivered completely. This report is not 100% accurate, and the CRDO team is assuming a Postmaster's office may not have yet had a route delivered in its entirety. The NDI trigger(s) to this indicator needs to be re-examined because it provides false indicators when DOIS indicates a carrier on the route and the parcels were confirmed to be delivered. This NDI inaccuracy needs to be fixed.

**Response:** National Deliverability Index (NDI) inaccuracies or technical issues should be reported to the NDI Support Team. The NDI team makes updates from suggestions from the field if needed. The NDI contact information is provided below.

- For NDI **technical** issues, please contact us at:



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## NAPS/USPS November 2023 Consultative Meeting

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[ndi@usps.gov](mailto:ndi@usps.gov)

(844) 201-5652

- For NDI delivery/mailbox coordinate location issues, please contact us at:

[gis.support@usps.gov](mailto:gis.support@usps.gov)

### 1123-11

In TACS, when any carrier (especially CCAs) does not have a regular route assigned when they clock in, TACS defaults to the last route they were on or not at all. This causes an automatic clock ring error. It happens with CCAs, Carrier Techs, and Reserve carriers. NAPS is requesting this be fixed to allow all carriers other than the regular to enter the route number they are assigned upon clocking in to avoid TACS clock ring errors currently occurring when someone other than the regular is on the route.

**Response:** Mobile Delivery Device (MDD) and Electronic Badge Reader (EBR) have the capability for operation numbers and route numbers to be entered by all employees, including CCAs.

### 1123-12

NAPS is requesting the current attrition rate and vacancy rate in DSS and POSS positions within the past two years on the CRDO team nationally.

**Response:** We do not track attrition rates for individual positions. The vacancy rate for the DSS position for FY2023 was 13.45% a 2.91% reduction from FY2022 at 16.36%. The vacancy rate for the POSS position for FY2023 was 4.0% a 5.59% reduction from FY2022 at 9.59%.



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