



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

February 12, 2025

Board Memo 018-2025: USPS Response to NAPS Concerning FY2025 NPA Indicators

Executive Board,

NAPS headquarters received a letter from the USPS dated February 11, 2025, regarding the proposed National Performance Assessment (NPA) for Fiscal Year (FY25).

While the USPS will continue implementing the proposed FY25 NPA, the Postal Service will continue to provide updates pertaining to NPA performance and accept feedback provided from NAPS on the development of NPA FY26.

Please share with your membership.

Thank you and be safe.

NAPS Headquarters



February 11, 2025

Mr. Ivan Butts
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Ivan:

This is in reference to my January 23 correspondence proposing establishment of the National Performance Assessment (NPA) indicators for fiscal year (FY) 2025 and your February 3 response to that proposal.

We appreciate your participation in the development of the NPA in 2024. The recommendations that you provided among the work team were considered and discussed with you during the development of the proposal.

Among your February 3 response is a request for the following:

- Continued discussions with USPS on FY25 NPA goals
- A briefing on current FY25 NPA performance.
- Start the work team on FY26 NPA goals as soon as possible

While this correspondence constitutes the Postal Service's final decision concerning the FY25 NPA, this does not prohibit NAPS from discussing these goals and providing their feedback to the Postal Service. The Postal Service will continue to provide NAPS with updates on NPA performance as has been accommodated over the years, when requested.

We will begin establishing a work team within the near future and look forward to working with you on the development of FY26 NPA. The Postal Service will implement the FY25 NPA enclosed among the January 23 correspondence.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Director
Labor Relations Policies and Programs

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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February 7, 2025

Board Memo 016-2025: NAPS Response Concerning FY2025 NPA Indicators

Executive Board,

Attached is NAPS response to the USPS regarding the proposed Fiscal Year 2025 (FY25) National Performance Assessment.

NAPS has not been provided with an adequate amount of time to review NPA Indicators and related information provided by the USPS. However, NAPS has suggested goals be posted as we are well into the fiscal year as EAS' employees are awaiting their goals to review and discuss with USPS leadership.

NAPS has also requested a meeting with Don Flak to review 2025 PFP targets and indicators.

We will keep you informed of any feedback.

Please share with your membership.

Thank you and be safe.

NAPS Headquarters



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*Office of
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February 3, 2025

Mr. Bruce Nicholson
Director, Labor Relation Policy & Programs
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington DC 20260

Dear Bruce,

I hope this letter finds you well. On January 25, 2025, NAPS HQ did receive your letter dated January 23, 2025, concerning the FY 2025 NPA Indicator and related information for the review of NAPS in accordance with 39 U.S.C. § 1004(a) and (d).

Understanding that this signals the beginning of NAPS' 60-day period of review for response as established in 39 U.S.C. § 1004 (d)(1)(B). The review of approximately 167 pages of documentation as well as the date in which these documents were received at NAPS HQ being 116 days beyond the beginning of FY 2025 demonstrates the flawed PFP process that continues to disenfranchise USPS EAS in receiving fair and equitable pay raises as other private sector and Federal employees enjoy in addition to an incentive program such as PFP.

NAPS also contends that the EAS delivering for America are again being placed in the untenable position of having a PFP system that does not afford the fair opportunities of achievement. Another factor in this flawed process is the inability of the leadership of the USPS to put out these NPA Indicators and related information in a timely manner prior to the beginning of the Fiscal Year.

It is NAPS' contention that utilizing what is clearing the inadequate amount of time (60 days) under 9 U.S.C. § 1004 for review based on the 116-day delay by USPS HQ in presenting NPA Indicators and related information to NAPS will only further exasperate this flawed process and disenfranchise EAS Leaders in the USPS from achieving the highest possible performance in the agencies PFP structure.

NAPS has concluded that it is best to have the goals, as it is late in the fiscal year already, posted in PFP, and not wait so our members can know and concentrate on their goals with the agreement that we have more time to review and if there are goals that we believe are unobtainable we can discuss them with USPS leadership to correct them. We also would like in this discussion to ask if FY 2026 goals start to be worked on now so that our membership and all EAS can have goals in the beginning of FY 2026 instead of 4 or 5 months (116 days in this case) into the year. NAPS is also requesting a meeting with Don Flak to review and discuss this 2025 PFP targets and indicators.

Sincerely,

A handwritten signature in black ink, appearing to read "Ivan D. Butts", is written over a horizontal line.

Ivan D. Butts
NAPS National President

cc: