



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

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### **Board Memo 040-2025: USPS Plant Ranking & Staffing Criteria**

#### **Executive Board,**

NAPS has received from the USPS the attached Plant Ranking and Staffing Criteria.

NAPS will be reviewing and responding accordingly.

Thank you and be safe.

NAPS Headquarters

# Plant Ranking & Staffing Criteria

**NAPS**

# Agenda

The attached presentation outlines changes to the following items;

- Plant Ranking Model
- Manager Distribution Operations (MDO) Earned Matrix
- Processing Support Staffing Criteria
- Maintenance Staffing Criteria
- Maintenance Supervisor Maintenance Operation (SMO) Criteria

# Plant Ranking

# Plant Ranking Criteria, Thresholds and Facility Levels

Plant Manager levels are established based on facility ranking and thresholds of combined Function 1 and Function 3B on-rolls staffing. One (1) Plant Manager authorized at a mail processing facility.

Proposed revisions include adjustments to the craft staffing thresholds that set plant level due to plan changes in the future state network and the work assigned to Regional Processing & Distribution Centers (RPDCs) vs Local Processing Centers (LPCs). There will continue be 6 levels of plants with modifications to facility level to better reflect comparable facilities throughout USPS.

January 2024 Criteria Plant Levels	
<b>Major</b>	PCES-01
<b>Level 1</b>	PCES-01
<b>Level 2</b>	PCES-01
<b>Level 3</b>	V-02
<b>Level 4</b>	EAS-25
<b>Level 5</b>	EAS-23

March 2025 Proposal Plant Levels	
<b>Major</b>	PCES-01
<b>Level 1</b>	PCES-01
<b>Level 2</b>	PCES-01
<b>Level 3</b>	PCES-01
<b>Level 4</b>	EAS-25
<b>Level 5</b>	EAS-22

# Functional Staffing Models

# Current Manager Distribution Operations Earned Matrix

Mgr Distribution Operations (MDO) are earned at a 1:22 ratio, minus earned Supervisor Distribution Operations (SDO).

On-rolls excludes: MHAs and PSEs that have zero work hours at the time of the data pull. MHAs and PSEs on-rolls and working but exceeding contractual caps are not included in the calculation.

Job levels are tied to the level of the plant. The following chart shows the maximum number of positions allowed per level. If an odd number of positions remain, the additional MDO is authorized at the higher level.

With approval from the Division Director, facilities that earn less than five (5) MDOs based on the ratio, were able exchange an earned SDO-17 for MDO-19 up to five (5) if the number of MDOs does not exceed the number of remaining SDO positions.

Facility Level	MDO-19	MDO-20	MDO-22	MDO-24	SR MDO-25	SR MDO-26
EAS-23	Rest	1				
EAS-25	Half the Rest	Half the rest	1			
V-02		Half the rest	Half the rest	1		
Level 2 Level 1		Half the rest	Half the rest	2	1	
Major		Half the rest	Half the rest	2		1

# Proposed Manager Distribution Operations Earned Matrix

Mgr Distribution Operations (MDO) are earned at a 1:22 ratio, minus earned Supervisor Distribution Operations (SDO).

On-rolls excludes: MHAs and PSEs that have zero work hours at the time of the data pull. MHAs and PSEs on-rolls and working but exceeding contractual caps are not included in the calculation.

Job levels are tied to the level of the plant. The following chart shows the maximum number of positions allowed per level.

With the approval of a Division Director, facilities may exchange earned SDOs for up to a predetermined number of MDO EAS-19 if there is not more MDOs than SDOs.

Facility Level	MDO-19	MDO-20	MDO-22	MDO-24	SR MDO-25	SR MDO-26
EAS-22	1					
EAS-25	Up to 2	1				
Level 3	Up to 2		1	1		
Level 2	Up to 2		1	1	1	
Level 1	Up to 3		1	2	1	
Major	Up to 4	1	1	2		1
Major (1500+ craft)	Up to 5	2	2	3		1

Proposal allows plants to have tour coverage with career progression for mail processing operations.

# Current Processing Support Criteria

Manager Processing Support, Industrial Engineers (Processing) and Processing Support Specialist (PSS) are authorized at Regional Processing Distribution Centers (RPDCs) and Local Processing Centers (LPCs) based on facility level.

LPC Facility Level	IEP-21	IEP-23	PSS-17	PSS-20
EAS-23			1	1
EAS-25			1	1
V-02			2	1
Level 2			2	1
Level 1	1	1	3	1
Major	1	1	3	1

RPDC Facility Level	IEP-21	IEP-23	PSS-17	PSS-20
Level 2	1	1	3	2
Level 1	2	1	3	2
Major	3	1	4	2

# Proposed Processing Support Criteria

Manager Processing Support, Industrial Engineers (Processing) and Processing Support Specialist (PSS) are authorized at Regional Processing Distribution Centers (RPDCs) and Local Processing Centers (LPCs) based on facility level.

Additional staffing is earned if the facility is classified as an RPDC and if designated to process full originating network distribution of letters, flats, or packages.

Facility Level	MPS	IEP-21	IEP-23	PSS-17	PSS-20	Additional Criteria	
						Originating	RPDC
EAS-22	E-20			1		PSS 17	
EAS-25	E-22			1	1	PSS 17	
Level 3	E-24			2	1	PSS 20	IE 21 PSS 17
Level 2	E-25	1		2	1	PSS 20	IE 21 PSS 17
Level 1	E-25	2		3	1	PSS 20	IE 23 PSS 17
Major	E-26	1	1	3	1	PSS 20	IE 23 PSS 17

Proposal allots additional staffing based on operations performed that require additional Processing Support staff. A new Manager Processing Support EAS-20 is proposed to manage and oversee the processing support and maintenance operations in the EAS-22 facilities.

# Current Maintenance Criteria

Maintenance management staff is authorized at Regional Processing Distribution Centers (RPDCs) and Local Processing Centers (LPCs) based on facility level.

With approval from HQ Maintenance, facilities that earn less than five (5) MMOs may exchange an earned SMO-17 for MMO-19 up to five (5) if the number of MMOs does not exceed the number of remaining SMO positions.

Facility Level	MM	MMO-19	MMO-21	MMO-23	MMS-19	MMS-21	MSS-19
EAS-23	N/A						
EAS-25	E-22						
V-02	E-24	1	1		1		
Level 2	E-25	1	1			1	
Level 1	E-25	2	2			1	1
Major	E-26	2	2	1		1	1

# Proposed Maintenance Criteria

Maintenance management staff is authorized at Regional Processing Distribution Centers (RPDCs) and Local Processing Centers (LPCs) based on facility level.

With approval from HQ Maintenance, facilities that earn less than five (5) MMOs may exchange an earned SMO-17 for MMO-19 up to five (5) if the number of MMOs does not exceed the number of remaining SMO positions.

Facility Level	MM	MMO-19	MMO-21	MMO-23	MMS-19	MMS-21	MSS-19
EAS-22	N/A						
EAS-25	E-22						
Level 3	E-24	1	1		1		
Level 2	E-25	1	1			1	
Level 1	E-25	2	2			1	1
Major	E-26	2	2	1		1	1

The change is to account for the changes in facility level.

# Current Supv Maintenance Operations Criteria

Supervisor Maintenance Operations (SMO) are authorized based on eWHEP authorized maintenance craft complement. Ratio of 1:12 until 6 SMOs earned, then ratio of 1:20 for the remainder.

LDC 39 is included in the SMO calculation. SMOs are not earned in non-maintenance capable offices.

Authorized Craft	SMO Earned	
0 - 15	0	1:12
16 - 27	1	
28 - 39	2	
40 - 51	3	
52 - 63	4	
64 - 75	5	
76 - 96	6	1:20
97 - 116	7	
117 - 136	8	
137 - 156	9	
157 - 176	10	
177 - 196	11	

# Proposed Supv Maintenance Operations Criteria

Supervisor Maintenance Operations (SMO) are authorized based on eWHEP authorized maintenance craft complement. Ratio of 1:12 until 6 SMOs earned, then ratio of 1:20 for the remainder.

LDC 39 is included in the SMO calculation. SMOs are not earned in non-maintenance capable offices.

Authorized Craft	SMO Earned	
0 – 11	0	1:12
12 – 23	1	
24 – 25	2	
36 – 47	3	
48 – 59	4	
60 – 71	5	
72 – 92	6	1:20
93 – 112	7	
113 – 132	8	
133 – 152	9	
153 – 172	10	
173 – 192	11	

The proposed table aligns with the existing verbiage of the criteria to earn the first SMO at 12 craft.