

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

December 22, 2020

UPDATED: Board Memo 092-2020: USPS Responds to NAPS' Reconsideration Request - Increase EAS Salary Levels

Executive Board,

Attached, please find a December 22, 2020 correspondence from USPS responding to NAPS' December 18, 2020 request (also attached) for reconsideration of the Postal Service's 1% increase in the EAS Maximum Salary level. The USPS has decided to continue with the 1% increase. Please share the attachments with your membership.

Thank you and be safe.

NAPS Headquarters



December 22, 2020

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

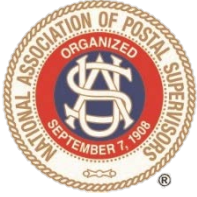
The Postal Service has reviewed your December 18 response to the Postal Service's December 17 decision to provide an increase to the salary ranges of the Executive and Administrative Schedule (EAS). Specifically, the Postal Service had decided to apply a one percent increase to the salary range maximums and increase the salary range minimums by the respective dollar increase to those maximums of each range.

Among your response was a request for the Postal Service to reconsider its decision and apply an increase to the salary ranges greater than one percent but less than two percent. The Postal Service has considered your December 18 request, pursuant to Title 39 § 1004, and decided to continue with the one percent increase of the EAS salary schedule for the reasons provided in the December 17 decision.

Sincerely,

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

Bruce A. Nicholson
Manager
Labor Relations Policy Administration



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December 19, 2020

Board Memo 092-2020: USPS Increases EAS Salary Levels/NAPS Responds

Executive Board:

Attached, please find correspondences between USPS Headquarters and NAPS regarding the USPS proposal to modify the Executive and Administrative (EAS) Salary Schedule effective January 2, 2021. Per Title 39, NAPS responded with a recommendation to have the maximum EAS salary levels increased by 2%. The USPS responded to maintain the proposed 1% increase. NAPS followed up with another letter dated December 18, 2020, clarifying our initial recommendation and requesting USPS HQ reconsider their decision and consider NAPS' modified % level increase recommendation as noted in the respective correspondence.

Please share the attachments with your membership.

Thank you and be safe.

NAPS Headquarters



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Office of
National President
Brian J. Wagner

December 15, 2020

Mr. Bruce Nicholson
USPS Manager, Labor Relations Policy Administration
L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: Proposed Revision of the EAS Salary Schedule Effective Jan. 2, 2021

Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of your December 11, 2020 correspondence regarding the proposed revision of the Executive and Administrative (EAS) Salary Schedule effective January 2, 2021.

As referenced in the chart below, since 2008 to 2020, the Postal Service on average has increased the maximum EAS salary level by approximately 1.74%. The average Cost-of-Living Adjustment (COLA) for the same period was 1.79%. However, over last five (5) years the average EAS maximum salary increase was 1.92%.

Maximum Salary Level & COLA Increases
Effective Date and Percentage

Effective Date	EAS Max	COLA
Jan. 5, 2008	2.00%	2.30%
Jan. 17, 2009	2.00%	5.80%
Jan. 16, 2010	2.25%	0.00%
Jan. 15, 2011	2.25%	0.00%
Jan. 14, 2012	0.00%	3.60%
Jan. 12, 2013	1.00%	1.70%
Jan. 11, 2014	1.50%	1.50%
Jan. 10, 2015	2.00%	1.70%
Jan. 9, 2016	2.00%	0.00%
Jan 7, 2017	2.00%	.30%
Jan 6, 2018	1.40%	2.00%
Jan 5, 2019	1.60%	2.80%
Jan 4, 2020	2.60%	1.60%
Jan 2, 2021	1.00%	1.30%



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It is apparent that 2020 has been no average year for EAS. As a result of the current and ongoing COVID pandemic, EAS have stepped up with herculean and heroic efforts as essential workers to deliver to the American public. Furthermore, EAS delivered democracy by the way of collecting, processing and delivering absentee and mail-in ballots with extraordinary efforts this 2020 election year, again all during a pandemic.

EAS have earned no less than a 2% increase in the maximum salary level and each minimum salary range based on the dollar increase to the respective level maximum. This 2% maximum salary level increase will provide those EAS, who are at or close to the maximum level with a fair and reasonable salary increase in recognition for all their hard work throughout 2020. In addition, it will engage EAS to perform even better in FY2021 to earn a higher National Performance Assessment (NPA) rating and respective annual salary increase.

NAPS asks the Postal Service to reconsider its 1% maximum EAS salary level and respective dollar increase to the minimum decision and implement NAPS' recommendation that the EAS Pay Schedule Minimum and Maximum Pay Ranges be increased by 2%.

Thanking you in advance for the USPS consideration to NAPS's recommendation above.

Best regards,

A handwritten signature in blue ink, appearing to read "Brian J. Wagner", is written over the typed name.

Brian J. Wagner

LABOR RELATIONS



December 11, 2020

Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

The Postal Service proposes revision of the Executive and Administrative (EAS) Schedule for non-bargaining employees.

The Postal Service is proposing to increase each maximum salary range by one percent and each minimum salary range based on the dollar increase to the respective level maximum. We are proposing this change to be effective January 2, 2021.

The proposed schedule would be established prior to applying any Pay-for Performance salary related adjustments. The enclosed proposed revision is furnished for your review pursuant to Title 39 § 1004.

Please contact me as soon as possible regarding this matter so necessary programming can occur prior to the proposed January 2 effective date.

Sincerely,

A handwritten signature in blue ink that reads "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

Executive Administrative Schedule (EAS)
Annual Salary
Effective January 2, 2021 (Day 1, Week 1, PP 02-2021)

RSC E

Grade	Minimum	Maximum
15	\$50,030	\$73,230
16	\$52,520	\$81,920
17	\$55,750	\$85,550
18	\$57,190	\$89,290
43 (18B)	\$62,500	\$90,900
19	\$63,230	\$93,530
20	\$68,780	\$98,630
21	\$74,630	\$103,380
22	\$77,210	\$112,060
23	\$81,470	\$118,170
24	\$86,330	\$124,030
25	\$97,590	\$130,190
26	\$104,660	\$136,660