

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

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 18, 2020

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

RE: NAPS Follow-Up to Proposed Revision of EAS Salary Schedule Effective Jan. 2, 2021

Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of the Postal Service's response to NAPS' December 15 recommendation to the revision of the Executive and Administrative (EAS) Salary Schedule effective January 2, 2021.

As clarification to our December 15 correspondence, NAPS understands the Postal Service does not adjust PFP awards nor its salary ranges based on a Cost-of-Living Adjustment (COLA). Our December 15 reference to COLA was only meant to provide reference or comparison that even Social Security beneficiaries in 2021 were receiving a 1.3% base increase in their annuity, which in comparison is higher than the 1% maximum increase being afforded to EAS in the USPS proposal. For further support of NAPS' position for a 2% increase to the EAS maximum salary level, our respective chart was meant to show how the USPS has, on average, consistently increased the maximum level greater than 1% each year.

NAPS further understands that the average FY20 PFP payment for each EAS employee is estimated at approximately 3%. With the challenges EAS experienced this year with the COVID-19 pandemic and the USPS initiative to mitigate NPA scorecards to reflect this challenge, an average 3% EAS PFP is a fair and equitable payout. However, NAPS's recommendation for a 2% maximum salary level increase was intended to ensure the average EAS employee received more of their PFP payment in an actual salary increase in 2021, rather than in a lump sum payment.

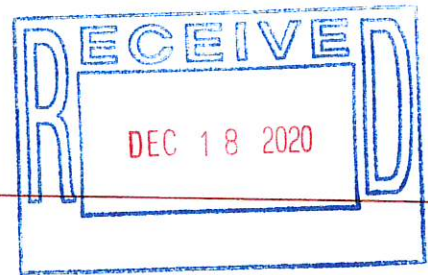
NAPS appreciates the Postal Service giving full and fair consideration to our 2% recommendation. NAPS asks the Postal Service to reconsider their final decision and consider a EAS maximum salary level somewhere greater than 1% but less than 2%. Thanking you in advance for any reconsideration to NAPS modified recommendation.

Best regards,

A handwritten signature in blue ink, appearing to read "Brian J. Wagner".

Brian J. Wagner

Representing supervisors, managers and postmasters in the United States Postal Service



December 17, 2020

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

Dear Brian:

This is in reference to your December 15 response regarding the Postal Service's December 11 proposal to revise the salary ranges of the Executive Administration Schedule (EAS). The proposal entails increasing the maximums of each salary range by one percent and increasing the minimums by the respective dollar increase of the maximums. This averages a one and a half percent increase to the EAS salary minimums.

NAPS recommended increases to the proposed salary ranges by an additional one percent and provided reasons to support this recommendation. Thank you for your input.

As you know, the Postal Service initiated a national mitigation to adjust the National Performance Assessment (NPA) End-of-Year Scorecards and isolated the impacts to those scorecards due to the COVID-19 pandemic. This eliminated negative impacts to the employee's NPA rating and ensured that employees would be recognized for their contributions through the Pay-for-Performance (PFP) program.

The Postal Service's proposal to increase the salary ranges provides a greater increase to an employee's basic salary through PFP. Any PFP award that is over the new maximum is converted to a lump sum payment as per current pay policy. Therefore, the entire PFP payment is provided to an employee and is to recognize the employee's performance for Fiscal Year (FY) 20.

The Postal Service does not adjust PFP awards nor its salary ranges based on a Cost of Living Adjustment (COLA). The average FY20 PFP payment for each employee is estimated at approximately 3%. An employee would not see a loss in the monetary amount of the award due to the aforementioned pay rules. The average 3% award is much greater than the 1.3% COLA that will be provided to Social Security Beneficiaries in FY21.

The Postal Service has given full and fair consideration to your recommendation and decided, pursuant to Title 39 §1004, not to adopt your recommendation and proceed with implementation of the revisions outlined in my December 11 correspondence.

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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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

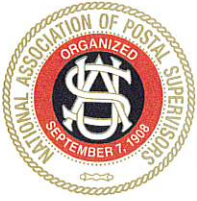
Dear Bruce,

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,

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, appearing to read "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