



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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Board Memo 121-2023: NAPS Discussion with USPS That Leads to Changes in NPA Change Out

Executive Board,

NAPS has had recent discussions with USPS concerning proposed changes to the NPA payout metrics for both Field NPA and the expanded HQ NPA HERO process for FY23.

NAPS has made it clear that actions need to be taken to address current shortfalls in the USPS Pay Matrices in light of continued economic shortfalls as well as the August 31, 2023, announcement of an 5.2% (4.7% pay, .5% locality pay) wage increase authorized by President Biden for other Federal employees. The announced pay raise for other Federal employees (5.2%) was the subject of recent discussions between USPS and NAPS Resident Officers.

While we at NAPS have some reservations as to what EOY Budget Flex will be implemented by the USPS that could negate the benefits of this adjustment to the Pay Matrices, NAPS agrees with this proposal.

FY23 Proposed Pay Matrices Adjustments

Cell	1	2	3	4	5	6	7	8	9	10
Current										
Base Salary Increase	0.0%	0.0%	2.0%	2.5%	3.0%	4.0%	5.0%	6.0%	7.5%	9.0%

Cell	1	2	3	4	5	6	7	8	9	10
Proposed										
Base Salary Increase	0.0%	0.0%	3.0%	4.0%	5.0%	6.0%	7.0%	8.0%	8.5%	9.0%
% Var	0.0%	0.0%	1.0%	1.5%	2.0%	2.0%	2.0%	2.0%	1.0%	0.0%

Current v. Proposed HERO Performance PFP Matrices

Individual Performance 5-Cell matrix (% Merit Increase)

Current	Individual Rating	1	2	3	4	5
	Base Salary Increase	0.0%	2.0%	3.0%	3.5%	4.0%

Proposed	Individual Rating	1	2	3	4	5
	Base Salary Increase	0.0%	3.0%	5.0%	5.5%	6.0%
	% Var	0.0%	1.0%	2.0%	2.0%	2.0%

NPA 10-Cell Matrix (Lump Sum Variable Pay)

Current	Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
	Lump Sum Payout	0.0%	0.0%	0.0%	0.0%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%

Proposed	Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
	Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%
	% Var	0.0%	0.0%	0.0%	2.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%

Please share this information with your membership.

Thank you, and be safe.

NAPS Headquarters