



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

November 15, 2024

Board Memo 175-2024: NAPS Response Concerning USPS 2024 Salary Range Proposals

Executive Board,

Attached is NAPS response to the USPS regarding the proposed 2024 salary range. The USPS has proposed the salary range maximums be increased by 1.7%. NAPS is requesting the pay range maximums be increased to 2.5% to reflect economic realities.

We will keep you informed of any feedback.

Thank you and be safe.

NAPS Headquarters



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

*Office of
National President*

November 15, 2024

Mr. Bruce Nicholson
Director, Labor Relations Policy & Programs
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington, DC 20260-4101

Re: NAPS 2024 Salary Range Proposals

Dear Bruce,

NAPS is in receipt of the USPS proposal to increase the salary range maximums by 1.7% and increase the range minimums by the equivalent dollar increase for the respective range maximums.

The USPS proposal does not address the middle of the pay ranges that could provide pay continuity throughout the salary ranges. As you know, NAPS has expressed its concern over the current EAS Salary Schedule methodology that suppresses the pay of all EAS who are not at the very top or bottom of the pay ranges. Therefore, NAPS is again requesting that USPS recognize the fact that EAS employees are the only federal employees who receive no financial recognition for their years of service as other Federal employees, whose pay raises are the basis for our minimum and maximum increases, receive.

Therefore, as the Postal Service does not provide locality pay for its employees, nor recognize years of service as a basis for pay increases, and considering the fact the national cost of living adjustment will be 2.5%, NAPS is requesting that the pay range maximum proposal be increased from 1.7% to 2.5% to reflect these economic realities.

Sincerely yours,

A handwritten signature in black ink that reads "Ivan D. Butts". The signature is written in a cursive style with a long, sweeping underline.

Ivan D. Butts
National President