



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

December 30, 2024

Board Memo 187-2024: USPS Response FY25 Salary Ranges

Executive Board,

NAPS headquarters received the attached response from the USPS regarding FY25 salary ranges. The USPS has decided to proceed with implementing the proposed revisions to salary ranges by an increase of 1.7%.

Please see updated salary range table effective January 11, 2025.

Please share with your membership.

Thank you and be safe.

NAPS Headquarters



December 23, 2022

Mr. Ivan D. Butts
President
National Association of Postal
Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Certified Mail Number
9589071052700888303009

Dear Ivan:

This is in reference to our November 4 correspondence proposing modification to the salary range minimums and maximums of the non-bargaining salary schedules and your November 15 response to that proposal. The Postal Service proposed to increase the salary ranges of the Executive and Administrative Schedule and Part-Time Postmaster Schedule by 1.7%.

Your November 15 response claimed the following:

"The USPS proposal does not address the middle of the pay ranges that could provide continuity throughout the salary ranges" and expressed 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."

Further, you requested "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."

NAPS claims that as the Postal Service does not provide locality pay for its employees, nor recognize years of service as a basis for pay increases, and further states that the national cost of living is 2.5%, then NAPS requests that the pay range maximum proposal be increased from 1.7% to 2.5%.

We have you considered your recommendations and provide the following responsive to those recommendations.

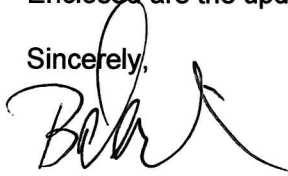
I disagree with your statement that the salary schedule methodology suppresses the pay of all EAS that are not at the top or bottom of the salary ranges. Those individuals have opportunities for salary increases as part of the Pay-For-Performance program and under the same program of other employees of the Executive and Administrative Schedule. Further, your request for modifications to other pay policies appear to be based on the pay of employees in the federal sector rather than the private sector.

The Postal Service has decided, pursuant to Title 39 US Code § 1004, to proceed with implementation of the revisions to the salary range maximums outlined in our November 4

proposal, applying an increase of 1.7%. Each salary range minimum will be modified and reflect the dollar increase of the respective salary range maximum.

Enclosed are the updated salary range tables, effective January 11, 2025.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Nicholson", written over the word "Sincerely,".

Bruce A. Nicholson
Director
Labor Relations Policies & Programs

Enclosures

Executive Administrative Schedule (EAS)
Annual Salary
Effective January 11, 2025 (Day 1, Week 1, PP 03-2025)

RSC E

Grade	Minimum	Maximum
15	\$59,780	\$82,980
16	\$63,420	\$92,820
17	\$67,130	\$96,930
18	\$69,070	\$101,170
43 (18B)	\$74,580	\$102,980
19	\$75,660	\$105,960
20	\$87,120	\$111,750
21	\$88,380	\$117,130
22	\$92,110	\$126,960
23	\$97,180	\$133,880
24	\$102,820	\$140,520
25	\$114,910	\$147,510
26	\$122,830	\$154,830

Part-Time Postmasters Hourly and Annual Equivalent Basic Rates Effective January 11, 2025 (Day 1, Week 1, PP 03-2025) RSC F (Des-Act 38-0)					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$23.43	\$48,734	\$34.48	\$71,710
		\$23.4298	\$48,734	\$34.4760	\$71,710