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May 14, 2021

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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 our ongoing consultation concerning development of FY2021 National Performance Assessment (NPA) indicators and related material and consideration of your April 16 recommendations to our proposal. As discussed with you on May 4, the NPA collects performance-related metrics from across the organization. These metrics are translated into scorecards that monitor the performance of the entire enterprise and individual units. NPA is a standalone program that supports the Pay-for-Performance (PFP) program but the PFP program itself is the mechanism that is related to pay for non-bargaining employees.

Therefore, any recommendations regarding pay for non-bargaining employees is better suited for pay consultation pursuant to Title 39 § 1004 (e). The Postal Service remains committed to our ongoing discussions in pay consultation on the PFP program including the pay matrix and its relation to pay for non-bargaining employees.

The Postal Service has given full and fair consideration to your recommendations and including the analysis you provided in response to the Postal Service's proposal. The NPA targets and thresholds have been revised following consideration of your analysis and input.

The enclosed FY2021 NPA indicators and related information constitute the Postal Service's decision. Thank you for your participation.

Sincerely,

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

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosures