



RECEIVED

May 14, 2021

MAY 20 2021

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 March 19 correspondence proposing revision to the criteria of the Manager, Post Office Operations (MPOO) positions and your May 11 recommendations to that proposal. The recommendation from the National Association of Postal Supervisors was "that the current MPOO methodology be maintained until the territorial changes can be validated adequately to justify MPOO position reductions." Thank you for your input.

The Postal Service has given full and fair consideration to your recommendation. The territorial changes of the 50 Districts have already been established and verified by Subject Matter Experts (SME) prior to the announcement of the reduction in the number of districts and realignment.

The proposed staffing matrix was vetted by subject matter experts (SME) prior to proposing the revision to NAPS. As discussed in our briefing on this proposal, the staffing matrix was revised by using a cluster analysis, grouping like districts together. The prior staffing matrix did not authorize greater than 8 MPOO positions per District. Two additional levels were established to account for larger districts requiring additional MPOO positions beyond the current matrix. Further, the proposed staffing criteria will result in a significant increase in the number of Level 25 MPOO positions.

This recommendation is not adopted. The Postal Service has decided, pursuant to Title 39 §1004, to implement the proposed staffing matrix. However, the special consideration criteria will be modified to reduce the number of miles between level 24 post offices for a district to qualify for a Level 23 MPOO position to be upgraded to a Level 25. The criteria will be reduced to 75 miles and is enclosed.

Sincerely,

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

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure



Special Consideration

- To give additional consideration to districts that have coverage concerns given the MPOO level matrix, the following is applied;
 - Districts with level 24 post offices 75 miles or more from another level 24 post office may qualify for a level 23 authorized MPOO to be upgraded to a level 25 MPOO, beyond their current authorized level 25 complement.

Bcc: Ms. Attridge
Mr. Bruce Nicholson (LRPA – 2021-045)
Mr. Acker*
Ms. Dejo-Nicholson*
Mr. Devine*
Mr. Mills*
Ms. Perron*
Ms. Richardson*
Ms. Rachel Danielsen*
Ms. J. Mielnik*
CHRON

Doc. ID: Z:\LRPA Tracking Correspondence\FY21 LRPA Correspondence\LRPA-2021-045
MPOO - Staffing Proposal\Decision

LR21:BNicholson:JT20260-4101 5/14/2021

* Copy sent electronically