

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



June 28, 2018

Brian J. Wagner
President
National Association of Postal
Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Mr. Wagner:

Enclosed is the Postal Service's final decision concerning changes in pay policies, schedules, and fringe benefit programs for Field Executive & Administrative Schedule (EAS) employees in positions represented by the National Association of Postal Supervisors (NAPS). This decision is the outcome of the pay consultation process outlined in Title 39, U.S. Code, § 1004 (e). This decision was made following full and fair consideration of recommendations submitted by NAPS.

This compensation package covers, unless otherwise specified, through fiscal year 2019.

Sincerely,

A handwritten signature in black ink, appearing to read "D. A. Tulino".

Doug A. Tulino

Enclosure

**EAS PAY PACKAGE DECISION
THROUGH FISCAL YEAR 2019
FIELD EAS EMPLOYEES**

1. PAY-FOR-PERFORMANCE

The EAS Pay-For-Performance (PFP) Program and Matrix established by the Fiscal Year (FY) 2011-2015 pay decision will continue for FY2018. Employee performance will be measured under a 15-point rating system with different pay increases established at each of the 15-point ratings.

This application will be based on the matrix immediately below:

PFP MATRIX FY2018

| | | | | |
|-------------|-------------|-------------|--------------|--------------|
| (3) 0.0% | (6) 3.0% | (9) 5.0% | (12) 7.0% | (15) 9.0% |
| (2) 0.0% | (5) 2.5% | (8) 4.5% | (11) 6.5% | (14) 8.5% |
| (1) 0.0% | (4) 2.0% | (7) 4.0% | (10) 6.0% | (13) 8.0% |

Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.

Under the EAS Pay-For-Performance (PFP) Program and Matrix for FY2019, employee performance will be measured under a 10-point rating system with a combination of base salary and performance lump sum increases at each of the 10-point ratings.

This application will be based on the matrix immediately below.

PFP MATRIX, STARTING FY2019

| Rating | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Base Salary Increase | 0.00% | 0.50% | 1.00% | 1.50% | 1.90% | 2.10% | 2.30% | 2.50% | 2.70% | 2.90% |
| Performance Lump Sum % | 0.00% | 0.00% | 0.00% | 0.50% | 1.00% | 1.50% | 2.00% | 2.50% | 3.00% | 4.00% |
| Total % Increase | 0.00% | 0.50% | 1.00% | 2.00% | 2.90% | 3.60% | 4.30% | 5.00% | 5.70% | 6.90% |

2. PAY-FOR-PERFORMANCE, NPA COMPOSITE WEIGHTS

Corporate 60%

Unit 40%

SALARY RANGES

Changes to EAS salary structure, effective September 29, 2018.

| RSC GRADE | Minimum | Maximum |
|----------------------|-----------------|------------------|
| 15 | \$46,500 | \$69,551 |
| 16 | \$48,500 | \$77,785 |
| 17 | \$52,800 | \$81,234 |
| 18 | \$52,800 | \$84,802 |
| 19 | \$60,000 | \$88,821 |
| 20 | \$65,300 | \$93,639 |
| 21 | \$71,000 | \$98,188 |
| 22 | \$73,300 | \$106,415 |
| 23 | \$77,300 | \$112,213 |
| 24 | \$82,000 | \$117,767 |
| 25 | \$93,000 | \$123,627 |
| 26 | \$99,900 | \$129,792 |

3. HEALTH BENEFITS CONTRIBUTION

The employer's contribution towards the Federal Employee Health Benefit (FEHB) plan will be 72% of the weighted average as determined by the Office of Personnel Management (OPM) and will not exceed 75% for any individual plan.

4. PROMOTIONAL PAY INCREASE

Nonbargaining unit employees may receive promotion increases based on the distance from the maximum of the new grade as follows:

Factor #1

| Award this percentage... | If the employee's current salary is... |
|---------------------------------|---|
| 5 to 10 | Greater than 20 percent from the maximum of the new grade. |
| 4 to 8 | 10 to 20 percent from the maximum of the new grade. |
| 3 to 5 | Less than 10 percent from the maximum of the new grade. |

Factor #2

In addition to the eligible promotion increases described in Factor #1, nonbargaining unit employees will automatically receive a percent increase for promotions that are 3 or more grades.

| Award this percentage... | If the employee's promotion equals... |
|---------------------------------|--|
| 3 | 3 grades |
| 5 | 4 or 5 grades |
| 8 | 6 or more grades |

**There is no change to factor #2*

5. PROMOTIONAL PAY INCREASE

A nonbargaining employee who voluntarily changes to a lower grade position and is promoted to another position up to the previous grade within one year will not receive promotion pay. If within the one-year period, employee is subsequently promoted to a higher level position, promotion pay increase eligibility will be determined based on highest level position permanently held within the prior 12 month period.

6. POSITION UPGRADE

The salary schedule of EAS-12 will be collapsed and the position of Administrative Assistant (FLD) EAS-12 (OCC Code 0318-0007) will be upgraded to EAS-15. This position will not receive the normal upgrade pay.

7. **USPS/NAPS WORK GROUPS**

The Postal Service and the National Association of Postal Supervisors have agreed to create a joint work team for the purpose of exploring and resolving issues regarding Field EAS salaries and grades. The intent is to complete work on this so that any changes will be implemented in FY2019. In the event the work team is unable to conclude their work on the pay issues in question prior to September 4, 2018, the parties will reconvene to determine increases to the salary ranges for FY2019.