

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



May 15, 2019

Mr. 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 Employee and Administrative Schedule (EAS) employees. This decision is the outcome of the pay consultation process outlined in Title 39, U.S. Code §1004(e) and (f). This decision was made following full and fair consideration of recommendations submitted on April 30, 2019, by the factfinding panel appointed pursuant to 39 U.S.C §1004(f)(2), as well as the input received from the National Association of Postal Supervisors (NAPS) during our many meetings.

While the Postal Service disagrees with many of the statements made by the factfinding panel in its April 30 report, the Postal Service accepts the majority of the panel's recommendations for topics of exploration for a joint work group with NAPS, with the exception of discussion of a permanent cost-of-living adjustment for EAS employees. We have revised the pay decision accordingly. In addition, the panel recommended that the Postal Service increase EAS salary maximums, but did not make a specific recommendation as to how much maximums should increase. As you know, we increased salary maximums by 1.6 percent in January 2019 after factfinding hearings concluded and, therefore, that recommendation has already been implemented.

The Postal Service respectfully declines to adopt the remaining recommendations of the panel. The enclosed addendum to the pay decision constitutes the Postal Service's written explanation of the differences between the final decision and the panel's recommendations, pursuant to 39 U.S.C. §1004(f)(3)(B)(4).

This compensation package covers fiscal years 2016 through 2019.

Sincerely,


Doug A. Tulino

Enclosures

**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 15-point rating system. Cell three (3) of the Matrix will compensate employees with a 1% lump sum payment.

This application will be based on the matrix immediately below.

PFP MATRIX, STARTING FY2019

(3) 1.0% Lump Sum	(6) 2.5%	(9) 4.5%	(12) 5.25%	(15) 6.0%
(2) 0.0%	(5) 2.25%	(8) 4.0%	(11) 5.0%	(14) 5.75%
(1) 0.0%	(4) 1.75%	(7) 3.5%	(10) 4.75%	(13) 5.5%

2. PAY-FOR-PERFORMANCE, NPA COMPOSITE WEIGHTS

Corporate 60%

Unit 40%

3. SALARY RANGES

Changes to EAS salary structure, effective January 5, 2019.

RSC GRADE	Minimum	Maximum
15	\$47,422	\$70,664
16	\$49,605	\$79,030
17	\$52,800	\$82,534
18	\$54,081	\$86,159
19	\$60,000	\$90,242
20	\$65,300	\$95,137
21	\$71,000	\$99,759
22	\$73,300	\$108,118
23	\$77,300	\$114,008
24	\$82,000	\$119,651
25	\$93,000	\$125,605
26	\$99,900	\$131,869

4. 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.

5. 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*

6. 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, the 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.

7. 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. Incumbents in this position will receive a 2 percent basic salary increase. The increase is adjusted higher if necessary, to bring the salary to the minimum of the new grade. The increase is adjusted lower if necessary to keep the salary from exceeding the maximum of the higher grade.

8. 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 work group will examine the issues of locality pay, the supervisor differential adjustment, Pay-for-Performance, and salary minimums and maximums.