

AUG 02 2021

LABOR RELATIONS



July 30, 2021

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

Dear Brian:

This is in response to your July 8 correspondence regarding the Postal Service's intent to revise the FY2021 NPA scorecards and establish a national scorecard. Specifically, removing the weight from the Functional Effectiveness indicator, redistributing that weight among the remaining indicators, and measuring those remaining indicators at the national level.

NAPS's July 8 correspondence reaffirmed its April 16 recommendation that the Postal Service forego the NPA system for FY2021 and provide all EAS a uniform pay increase of 3% for FY2021, in tandem with continued consultation with NAPS on other aspects of EAS pay for FY2020-2023.

As previously stated to NAPS, 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 Pay-for-Performance Program including the pay matrix and its relation to pay for non-bargaining employees.

The Postal Service has decided to establish an NPA national scorecard for FY2021 consistent with the material that was provided to you earlier this month. Communications on the modified NPA are being communicated immediately and included among the attachments.

Sincerely,

A handwritten signature in blue ink that reads "James Timmons".

For Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

DOUG A. TULINO
DEPUTY POSTMASTER GENERAL AND
CHIEF HUMAN RESOURCES OFFICER



July 29, 2021

OFFICERS

SUBJECT: Fiscal Year 2021 Objective-Setting Process

The Performance Evaluation System (PES) will open for the fiscal year (FY) 2021 objective-setting process on Friday, July 30. As part of the objective-setting process, all non-bargaining employees eligible for the Pay-for-Performance (PFP) program must confirm their profiles and evaluators must conduct one-on-one objective discussions, review and approve objectives, and enter the dates of discussions in PES by Friday, August 20.

- All Headquarters and Headquarters-Related Executives and eligible non-bargaining employees must enter objectives in PES and have them approved by Friday, August 20.
- All evaluators for Field non-bargaining employees must conduct performance discussions based on metrics established in the National Performance Assessment (NPA) system and enter the dates of discussions in PES by Friday, August 20.

Please reference the attached National Scorecard with NPA targets and thresholds for FY2021 and note the following:

- NPA will be measured across a 10-cell matrix.
- For FY2021, all PFP eligible employees will be evaluated and rated by the National Scorecard.

Functional Effectiveness is a new indicator and will be measured but not weighted in FY2021 due to the USPS Restructure. Functional Effectiveness scores will be measured and weighted in FY2022. Indicator descriptions are available on the NPA website.

NPA Indicator targets and thresholds were developed to incorporate a continuous improvement approach while ensuring achievable results. Information pertaining to the PFP process, PES, and NPA can be found on the Blue Page by selecting Human Resources – Pay-for-Performance – Systems and Tools (to the right of the page under Resource Library).

If you have any questions, please contact Kellie Calderon, Director, Compensation Programs, at 202-487-5019.



Doug A. Tulino

Attachment

