



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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Office of
National President
Brian J. Wagner

December 18, 2020

Mr. Bruce Nicholson
USPS Manager, Labor Relations Policy Administration
L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: NAPS Follow-Up to Proposed Revision of EAS Salary Schedule Effective Jan. 2, 2021

Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of the Postal Service's response to NAPS' December 15 recommendation to the revision of the Executive and Administrative (EAS) Salary Schedule effective January 2, 2021.

As clarification to our December 15 correspondence, NAPS understands the Postal Service does not adjust PFP awards nor its salary ranges based on a Cost-of-Living Adjustment (COLA). Our December 15 reference to COLA was only meant to provide reference or comparison that even Social Security beneficiaries in 2021 were receiving a 1.3% base increase in their annuity, which in comparison is higher than the 1% maximum increase being afforded to EAS in the USPS proposal. For further support of NAPS' position for a 2% increase to the EAS maximum salary level, our respective chart was meant to show how the USPS has, on average, consistently increased the maximum level greater than 1% each year.

NAPS further understands that the average FY20 PFP payment for each EAS employee is estimated at approximately 3%. With the challenges EAS experienced this year with the COVID-19 pandemic and the USPS initiative to mitigate NPA scorecards to reflect this challenge, an average 3% EAS PFP is a fair and equitable payout. However, NAPS's recommendation for a 2% maximum salary level increase was intended to ensure the average EAS employee received more of their PFP payment in an actual salary increase in 2021, rather than in a lump sum payment.

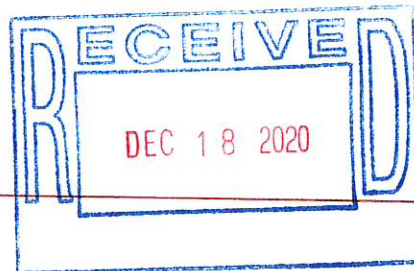
NAPS appreciates the Postal Service giving full and fair consideration to our 2% recommendation. NAPS asks the Postal Service to reconsider their final decision and consider a EAS maximum salary level somewhere greater than 1% but less than 2%. Thanking you in advance for any reconsideration to NAPS modified recommendation.

Best regards,

A handwritten signature in blue ink, appearing to read "Brian J. Wagner", is written over the typed name.

Brian J. Wagner

Representing supervisors, managers and postmasters in the United States Postal Service



December 17, 2020

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 your December 15 response regarding the Postal Service's December 11 proposal to revise the salary ranges of the Executive Administration Schedule (EAS). The proposal entails increasing the maximums of each salary range by one percent and increasing the minimums by the respective dollar increase of the maximums. This averages a one and a half percent increase to the EAS salary minimums.

NAPS recommended increases to the proposed salary ranges by an additional one percent and provided reasons to support this recommendation. Thank you for your input.

As you know, the Postal Service initiated a national mitigation to adjust the National Performance Assessment (NPA) End-of-Year Scorecards and isolated the impacts to those scorecards due to the COVID-19 pandemic. This eliminated negative impacts to the employee's NPA rating and ensured that employees would be recognized for their contributions through the Pay-for-Performance (PFP) program.

The Postal Service's proposal to increase the salary ranges provides a greater increase to an employee's basic salary through PFP. Any PFP award that is over the new maximum is converted to a lump sum payment as per current pay policy. Therefore, the entire PFP payment is provided to an employee and is to recognize the employee's performance for Fiscal Year (FY) 20.

The Postal Service does not adjust PFP awards nor its salary ranges based on a Cost of Living Adjustment (COLA). The average FY20 PFP payment for each employee is estimated at approximately 3%. An employee would not see a loss in the monetary amount of the award due to the aforementioned pay rules. The average 3% award is much greater than the 1.3% COLA that will be provided to Social Security Beneficiaries in FY21.

The Postal Service has given full and fair consideration to your recommendation and decided, pursuant to Title 39 §1004, not to adopt your recommendation and proceed with implementation of the revisions outlined in my December 11 correspondence.

Sincerely,

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

Bruce A. Nicholson
Manager
Labor Relations Policy Administration