

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



November 9, 2011

Mr. Louis M. Atkins  
President  
National Association of Postal  
Supervisors  
1727 King Street Suite 400  
Alexandria, VA 22314-2753

Dear Mr. Atkins:

Enclosed is the Postal Service's final decision concerning changes in pay policies, schedules, and fringe benefit programs for supervisors. 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 the National Association of Postal Supervisors.

This compensation package covers fiscal years 2011 through 2015.

Sincerely,

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

Doug A. Tulino

Enclosure

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**EAS PAY PACKAGE  
FISCAL YEARS 2011-2015  
FIELD EAS EMPLOYEES**

**1. PAY FOR PERFORMANCE PROGRAM (PFP)**

This is the Postal Service's final decision for changes in pay policies and schedules and fringe benefit programs for employees represented by the National Association of Postal Supervisors (NAPS). This decision shall remain in effect through Fiscal Year 2015, subject to the provisions of Title 39 U.S. Code § 1001 (e) (4) and (7), and unless a different effective period is specified for a particular provision in the decision below.

Due to the severe financial difficulties the Postal Service is experiencing, PFP Program ratings will be applied to salary determinations as follows for the period of Fiscal Year 2011 through Fiscal Year 2015:

1. PFP Program ratings are suspended and will not be applied to salary determinations for FY2011 and FY2012
2. The Postal Service will evaluate economic conditions concerning Fiscal Years 2013 through 2015 to determine whether PFP ratings will be applied to salary determinations for those years.

Employee performance will continue to be measured under a 15-point rating system as set out below.

***PFP Matrix Starting FY2012***

<i>Non Contributor</i>	<i>Contributor</i>		<i>High Contributor</i>	<i>Exceptional Contributor</i>
(3) 0.0%	(6) 3.00%	(9) 5.00%	(12) 7.00%	(15) 9.00%
(2) 0.0%	(5) 2.50%	(8) 4.50%	(11) 6.50%	(14) 8.50%
(1) 0.0%	(4) 2.00%	(7) 4.00%	(10) 6.00%	(13) 8.00%

*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.*

**2. PAY-FOR-PERFORMANCE, PERFORMANCE EVALUATION SYSTEM (PES)**

The PES portion of the PFP Program is discontinued.

The Postal Service and the NAPS will form a work group to determine how to incorporate the compensation portion of the discontinued PES into the National Performance Assessment component of the PFP Program.

**3. SALARY RANGES**

Adjustments of salary ranges for EAS pay grades will be made as indicated in the chart below, effective January 2013 through January 2016. There will be no adjustment in salary ranges for calendar year 2012. The adjustments to the salary ranges will not result in automatic increases of employees' salaries. In the event the suspension of the PFP Program is lifted, employees' salaries will be adjusted within their respective salary ranges based on individual performance reviews made in accordance with the PFP Program. Adjustments to the ranges provide higher salary potential for employees who are currently in, or promoted to, positions within the EAS pay schedule.

***Changes to EAS Salary Structure***

<i>EAS Grades</i>	<i>FY 2011</i>		<i>FY 2012</i>		<i>FY 2013</i>		<i>FY 2014</i>		<i>FY 2015</i>	
	<i>Eff Jan 14, 2012</i>		<i>Eff Jan 12, 2013</i>		<i>Eff Jan 11, 2014</i>		<i>Eff Jan 10, 2015</i>		<i>Eff Jan 9, 2016</i>	
	<i>Min</i>	<i>Max</i>	<i>Min</i>	<i>Max</i>	<i>Min</i>	<i>Max</i>	<i>Min</i>	<i>Max</i>	<i>Min</i>	<i>Max</i>
EAS 1-26	0.0%	0.0%	1.0%	1.0%	1.5%	1.5%	2.0%	2.0%	2.0%	2.0%

#### 4. HEALTH BENEFITS CONTRIBUTION

Beginning plan year 2012, the employer's contributions towards the Federal Employee Health Benefits Program (FEHBP) plan are as follows:

Plan Year	Weighted Average Rate Limit	Individual Plan Limit
2011	81%	84.50%
2012	81%	84.50%
2013	76%	79.25%
2014	72%	75.00%
2015	72%	75.00%
2016	72%	75.00%

#### 5. BEREAVEMENT LEAVE

Beginning January 14, 2012, non-bargaining EAS employees may use up to three workdays of annual leave, sick leave, or leave without pay to make arrangements necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three days is subject to the conditions and requirements in ELM 510.

Family member is defined as a:

- (a) Son or daughter – a biological or adopted child, stepchild, daughter-in-law or son-in-law;
- (b) Spouse;
- (c) Parent, mother-in-law or father-in-law
- (d) Sibling – brother, sister, brother-in-law or sister-in-law; or,
- (e) Grandparent

Use of Sick Leave – Sick leave used for this purpose by those eligible for sick leave for dependent care will be charged to sick leave for dependent care.

Documentation – Documentation substantiating the death of the employee's family member is required only when the supervisor deems such documentation desirable for protection of the Postal Service's interests.

The Employee and Labor Relations Manual will be revised to incorporate the above Bereavement Leave provisions.

#### 6. ANNUAL AND SICK LEAVE

The accrual of annual and sick leave as specified in 6 A and 6 B below will apply only to supervisory/managerial employees hired into the Postal Service after January 14, 2012. The accrual rate applicable to any career Postal Service supervisory/managerial employee who is on the rolls prior to January 14, 2012 is in accordance with the current provisions of Employee and Labor Relations Manual Sections 512.31 and 513.21.

##### A. ANNUAL LEAVE

An individual hired by the Postal Service to serve in a supervisory/managerial position on or after January 14, 2012 shall accrue annual leave as follows:

YEARS OF SERVICE	ANNUAL LEAVE EARNED YEARLY
Less than 5 years	10 days
5 years but less than 15 years	15 days
15 years or more	20 days

**B. SICK LEAVE**

An individual hired by the Postal Service to serve in a supervisory/managerial position on or after January 14, 2012 shall accrue sick leave as follows: The employee will accrue three hours of sick leave per pay period.

The Employee and Labor Relations Manual will be revised to incorporate the above Annual and Sick Leave provisions.