

EAS Pay Package

Fiscal Years 2007-2010 Performance Field EAS Employees

Aug. 29—"NAPS has agreed to a pay package that is fair to both its members and the Postal Service," President Ted Keating has announced. "The revised Supervisory Workload Credits will result in many additional positions in station and branch operations, where they are needed. This also should reduce the number of 204(b) hours used. Separate talks will continue in the weeks ahead on goals and/or indicators for FY 2008."

1. Pay-for-Performance

Under the EAS Pay-for-Performance Program, employee performance will continue to be measured under a 15-point rating system, with different pay increases established at each of the 15-point ratings. The pay increases associated with the different ratings are shown below:

Non-Contributor		Contributor		High Contributor		Exceptional Contributor			
(3)	0%	(6)	3.5%	(9)	6.5%	(12)	9.5%	(15)	12%
(2)	0%	(5)	3%	(8)	5.75%	(11)	8.75%	(14)	11%
(1)	0%	(4)	2.5%	(7)	5%	(10)	8%	(13)	10.25%

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

2. Revised Composite Weights

Recognizing the impact of certain management positions, certain managers, including EAS installation heads, functional managers in districts and plants, managers of supervisors and managers of Customer Service, EAS-22 and above, will have the following composite formula, beginning with the FY 2008 NPA/PFP Program:

Field Management:

NPA (Corporate/Unit) 90%

PFP (Cores) 10%

3. Full Flexibility in PFP Core Requirements Ratings

Currently, evaluators assign individually weighted core requirement ratings for the various field EAS and EAS postmaster performance pay programs using a representative rating score (i.e., 0, 6, 11 and 14) for each of the adjective categories, reflecting an individual's progress toward achieving objectives set at the beginning of the year.

Beginning with FY 2008, such individual core requirements rating options will encompass the full range of the 1-15-point rating matrix, as applicable within the respective adjective category. The full range allows the evaluator flexibility in distinguishing differences in performance quality, quantity or timeliness.

4. Refinement of PFP Calculations

Effective with the FY 2007 EAS Pay-for-Performance Program (paid Jan. 5, 2008), pro rata calculations for time spent in an ineligible position or outside USPS employment will be calculated under the Human Capital Enterprise System (HCES), using "days" instead of "pay periods."

The EAS Pay-for-Performance pay rules will be republished to reflect this change. Nonmilitary leave without pay pro rata calculations are not affected by this change because that policy is based on numbers of nonmilitary LWOP hours during the fiscal year.

5. Change in PFP Eligibility Rule

Because employees in career ladder positions and the Management Progression Program for MDOs receive salary increases unrelated to the EAS Pay-for-Performance Program, effective with the FY 2008 Pay-for-

Performance plan year, employees in these programs will no longer be eligible for Pay-for-Performance awards.

Below is the new provision **C. Eligibility 3.** for the FY 2008 EAS Pay-for-Performance pay rules:

C.3. Certain EAS employees are not eligible for participation in the PFP Program and will be bypassed by PFP processing programs:

— Office of Inspector General

— Postal Regulatory Commission

— Judicial Office employees. However, Judicial Office employees not covered by specific federal salary statutes will be eligible for PFP.

— Postal Inspectors and certain forensics employees. However, forensics employees not in the ISLE schedule will be eligible for PFP.

— Contract employees (e.g., contract doctors)

— Employees of certain structured development programs, including Management Interns, Professional Specialist Interns, Professional Specialist Trainees, Career Ladder and Management Progression Program for MDOs. Professional Specialist Trainees who were assigned to the PST program prior to Oct. 1, 2004, and Career Ladder and Management Progression Program for MDOs prior to Oct. 1, 2007, will continue to be eligible for the Pay-for-Performance Program.

6. Salary Ranges

The salary ranges for EAS pay grades will be changed effective January 2008 through January 2011 as indicated at right. The adjustments to the salary structure will not automatically change employee salaries.

Employee salaries will be adjusted within their respective salary ranges based on individual performance determinations in accordance with the Pay-for-Performance Program, as discussed in number 1.

Resulting salary ranges are shown on the next page.

Changes to EAS Salary Structure EAS Grades 1-26	
Effective Jan. 5, 2008	
Minimum	Maximum
2%	2%
Effective Jan. 17, 2009	
Minimum	Maximum
2%	2%
Effective Jan. 16, 2010	
Minimum	Maximum
2.25%	2.25%
Effective Jan. 15, 2011	
Minimum	Maximum
2.25%	2.25%

7. Health Benefits Contribution

Beginning plan year 2008, the employer's contributions toward an active career employee's Federal Employees Health Benefits Program (FEHBP) plan will be reduced as follows:

Health Benefits Contribution		
Plan Year	Weighted Average Rate Limit	Individual Plan Limit
Current formula	85%	88.75%
2008	84%	87.5%
2009	83%	86.5%
2010	82%	85.5%
2011	81%	84.5%

8. Bereavement Leave

Beginning Jan. 5, 2008, nonbargaining 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 to 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 or 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—For employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible.

Documentation—Documentation evidencing the death of the employee's family member is required only when the super-

visor deems documentation is desirable for the protection of the interest of the Postal Service.

9. Bone Marrow, Stem Cell, Blood Platelet and Organ Donations

Effective Jan. 5, 2008, for all EAS employees, the maximum administrative leave that can be granted per leave year to cover qualification and donation is limited to the following:

- (a) For bone marrow, seven days
- (b) For stem cells, seven days
- (c) For blood platelets, seven days
- (d) For organs, 30 days

10. Supervisory Workload Credits (SWC) System

The Postal Service and the National Association of Postal Supervisors (NAPS) have jointly developed a revised SWC System that will be used to more accurately measure workload in determining supervisory complement. Instructions for implementation will follow as soon as practicable.

SWC System Changes—Below are changes to the SWC System:

1. Single Matrix: One set of ranges will be used to determine authorized Supervisor, Customer Services, positions in post offices and stations, resulting in additional supervisors overall.
2. No change in the matrix for the first supervisor.
3. Credit for city carriers will increase from 1.33 to 1.40.
4. Credit for rural carriers will increase from 1.00 to 1.25.
5. Additional weight for delivery employees will improve post offices' and stations' opportunities to get the first supervisor, as well as subsequent supervisors.
6. All other aspects of the SWC calculations remain the same.

Number of Supervisors	New Range	
	Low	High
0	0	18.49
1	18.5	50.49
2	50.5	85.49
3	85.5	123.49
4	123.5	163.49
5	163.5	203.49
6	203.5	243.49
7	243.5	283.49
8	283.5	323.49

11. USPS/NAPS Work Groups

The Postal Service has agreed that, following pay consultations with NAPS, designated work groups, comprised of USPS subject matter experts and representatives of NAPS, will meet to discuss the below-referenced issues:

- Review selected EAS positions whose functional responsibilities have changed to ensure appropriate grade-level assignment.
- Process review for identifying and filling current EAS vacancies in both Customer Services and Plant Operations.

These work groups will be coordinated by USPS Headquarters and begin in early 2008.

New EAS Salary Structures

For Fiscal Year 2007 to 2010 Pay-for-Performance (PFP)

FY 2007 PFP Effective Jan. 5, 2008			FY 2008 PFP Effective Jan. 17, 2009			FY 2009 PFP Effective Jan. 16, 2010			FY 2010 PFP Effective Jan. 15, 2011		
EAS Grade	Min	Max	EAS Grade	Min	Max	EAS Grade	Min	Max	EAS Grade	Min	Max
1	\$21,293	\$28,137	1	\$21,719	\$28,700	1	\$22,208	\$29,346	1	\$22,708	\$30,006
2	21,990	29,060	2	22,430	29,641	2	22,935	30,308	2	23,451	30,990
3	22,714	30,016	3	23,168	30,616	3	23,689	31,305	3	24,222	32,009
4	23,630	31,226	4	24,103	31,851	4	24,645	32,568	4	25,200	33,301
5	24,418	32,267	5	24,906	32,912	5	25,466	33,653	5	26,039	34,410
6	25,298	33,431	6	25,804	34,100	6	26,385	34,867	6	26,979	35,652
7	26,334	34,800	7	26,861	35,496	7	27,465	36,295	7	28,083	37,112
8	27,390	36,195	8	27,938	36,919	8	28,567	37,750	8	29,210	38,599
9	28,460	37,608	9	29,029	38,360	9	29,682	39,223	9	30,350	40,106
10	29,510	38,997	10	30,100	39,777	10	30,777	40,672	10	31,469	41,587
11	31,102	48,566	11	31,724	49,537	11	32,438	50,652	11	33,168	51,792
12	32,594	50,898	12	33,246	51,916	12	33,994	53,084	12	34,759	54,278
13	34,115	53,272	13	34,797	54,337	13	35,580	55,560	13	36,381	56,810
14	35,896	56,054	14	36,614	57,175	14	37,438	58,461	14	38,280	59,776
15	37,862	59,123	15	38,619	60,305	15	39,488	61,662	15	40,376	63,049
16	39,206	66,122	16	39,990	67,444	16	40,890	68,961	16	41,810	70,513
17	40,945	69,053	17	41,764	70,434	17	42,704	72,019	17	43,665	73,639
18	42,743	72,085	18	43,598	73,527	18	44,579	75,181	18	45,582	76,873
19	44,769	75,502	19	45,664	77,012	19	46,691	78,745	19	47,742	80,517
20	47,197	79,598	20	48,141	81,190	20	49,224	83,017	20	50,332	84,885
21	49,490	83,465	21	50,480	85,134	21	51,616	87,050	21	52,777	89,009
22	52,433	90,459	22	53,482	92,268	22	54,685	94,344	22	55,915	96,467
23	55,291	95,388	23	56,397	97,296	23	57,666	99,485	23	58,963	101,723
24	58,027	100,109	24	59,188	102,111	24	60,520	104,408	24	61,882	106,757
25	60,913	105,088	25	62,131	107,190	25	63,529	109,602	25	64,958	112,068
26	63,952	110,329	26	65,231	112,536	26	66,699	115,068	26	68,200	117,657