

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



July 20, 2018

Gregory S. Acord
Anthony D. Leonardi
Co-National Presidents
United Postmasters and Managers
of America
8 Herbert Street
Alexandria, VA 22305-2600

Gentlemen:

Predicated on our continued discussions, enclosed are modifications to the Postal Service's decision concerning changes in pay policies, schedules, and fringe benefit programs for postmasters. 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 United Postmasters and Managers of America.

This compensation package covers, unless otherwise specified, through fiscal year 2019.

Sincerely,

A handwritten signature in black ink that reads "Doug A. Tulino".

Doug A. Tulino

Enclosure

**EAS PAY PACKAGE DECISION
THROUGH FISCAL YEAR 2019
POSTMASTERS**

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 September 29, 2018.

RSC GRADE	Minimum	Maximum
15	\$46,500	\$69,551
16	\$48,500	\$77,785
17	\$52,800	\$81,234
18	\$52,800	\$84,802
18B	\$59,330	\$86,300
19	\$60,000	\$88,821
20	\$65,300	\$93,639
21	\$71,000	\$98,188
22	\$73,300	\$106,415
23	\$77,300	\$112,213
24	\$82,000	\$117,767
25	\$93,000	\$123,627
26	\$99,900	\$129,792

PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$16.30	\$33,898	\$28.89	\$60,091

Part-Time Postmasters assigned to Part-Time Post Offices (PTPOs) with a career appointment date prior to January 1, 2013 will receive up to a 5% salary increase and result in a minimum base pay of \$22.43/hour and no more than the maximum of \$28.89/hour.

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, 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. LEVEL-18 POST OFFICE WORKLOAD SERVICE CREDITS (WSC)

The current WSC for Level-18 offices will be split into two levels, EAS-18 and EAS-18B, to reflect a consistent level of responsibility and relative complexity of the EAS-18 Postmaster position across the full range of these offices.

EAS-18 Post Offices

- Offices currently earning less than 2,076 WSC

EAS-18B Post Offices

- Offices currently earning 2,076 – 5,500 WSC

Level	WSC Range
EAS-18	0 - 2075
EAS-18B	2076 - 5500

Incumbents in offices reclassified as EAS-18B 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/UPMA WORK GROUPS

- A. The Postal Service and the United Postmasters and Managers of America have agreed to create a joint work team for the purpose of exploring and resolving issues regarding Postmasters' salaries and grades, to include modifications to the PS Form 150. The intent is to complete work on this so that any changes will be implemented in FY2019. In the event the work team is unable to conclude their work on the pay issues in question prior to September 4, 2018, the parties will reconvene to determine increases to the salary ranges for FY2019
- B. The Postal Service and the United Postmasters and Managers of America have agreed to establish a joint work team to identify the issues associated with work hours of EAS-20 Postmasters in delivery offices with no authorized Supervisor. The work group will analyze reasons for Postmasters being required to work on a sixth day and determine a permanent solution by January 18, 2019. In the interim, EAS-20 Postmasters in delivery offices identified as not having an authorized Supervisor will receive Special Exempt status and are eligible for EAS Additional Pay beginning on September 1, 2018 and until a permanent solution is implemented.