



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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January 22, 2024

Board Memo 008-2024: NAPS Response to USPS FY24 NPA Proposal

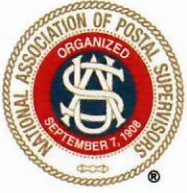
Executive Board,

Attached is NAPS response to the USPS proposal concerning FY24 NPA. NAPS is not in support of the USPS PFP/NPA program. However, NAPS does not desire to further delay the USPS process of sharing the targets, indicators, and goals with field EAS and publishing NPA FY24.

Without acceptance, NAPS HQ paves the way for the USPS to release PFP/NPA FY24 goals, targets and indicators.

Thank you and be safe.

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*Office of
National President*

January 18, 2024

Mr. Bruce Nicholson
Director, Labor Relations & Programs
United States Postal Service
475 L'Enfant Plaza, SW
Washington, DC. 20260

Re: NAPS response to USPS FY 24 NPA proposal

Dear Bruce,

This letter responds to our January 9, 2024, zoom call with you to address the sixteen items that were submitted by NAPS concerning the achievability of the proposed FY24 NPA targets, indicators, and goals.

NAPS has been challenged since FY09 with the fairness of the Pay For Performance system being utilized by the USPS for EAS in both the Field and USPS HQ.

NAPS has consistently spoken to the long delays in getting the required information of targets, indicators, and goals out to the field for EAS to attempt to have influence in achieving an NPA payout at the end of the FY. Based on our discussion this year, there is a realization that the USPS PFP system is not designed to give EAS clear targets, indicators, and goals prior to at least the 2nd quarter of an FY.

Case in point, the first documented proposal received was on August 3, 2023, on Depths of Indicators. The following document received was the scaling proposal. This was October 24, 2023, and 6 targets with a 25% weight factor still needed to be completed. The complete submitted proposal and associated documents needed for NAPS HQ to do its due diligence in reviewing the PFP NPA FY24 proposal were received from the USPS on December 26, 2023.

The first opportunity NAPS had to meet with the USPS on our questions and concerns for the proposed NPA FY24 goals, targets, and indicators was January 9, 2024. We are now in the fourth month of the FY. The first question at our January 9, 2024, meeting was when the field would get its first scorecards. The reply was it could take months to develop the scorecards for the field after the FY24 PFP process was consulted.

No better point to the lack of achievability of the USPS PFP process can be given than the FY 2024 NPA Scaling Proposal – FINAL – 12.13.23 file. This documents the anticipated percentages of EAS that will fail to reach payout and goal cell payout in NPA FY24, based on NPA FY23 performance.

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

The NPA process has become too complex with thousands of scorecards demonstrating that level of complexity. USPS told us that performance would have to improve throughout the year to achieve goals at box 5 or higher, yet 1 full postal quarter has ended, and we are working through the 2nd postal quarter.


With the continued declines in service being recorded by the USPS, without budget adjustments, the achievability of the USPS NPA FY24 goals will be unattainable for most EAS.

Our January 9, 2024 meeting was left with several of the questions submitted by NAPS unanswered and to date not supplied by the USPS. This just adds to the established position that the USPS PFP process is not achievable.

EAS in the USPS need recognition of their service. Employees in similar industries to the USPS recognize their employees with pay raises for their service in addition to pay or monetary increases for performance. The craft employees of the USPS get step increases in recognition for their service. The entire Federal workforce received 5.2% (4.7% pay, .5% Locality Pay) increase for their service. Postal Executives are receiving retention bonuses in recognition of the value of their service. EAS who serve America day in and day out by ensuring that the mail continues to move, deserve recognition for their service.

NAPS is open to further discussion concerning the inequities noted above. NAPS does not support the USPS PFP process for NPA FY24. NAPS does understand the need for the USPS to end their delay in sharing the targets, indicators, and goals with field EAS and publish NPA FY24.

Sincerely yours,



Ivan D. Butts
National President