

November 17, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisor
1727 King Street, Suite 400
Alexandria, Virginia 22314-2753

Certified Mail Tracking Number:
70161370000230142405

Dear Brian:

As a matter of general interest, the Postal Service is expanding the Badge Reader System (BRS) in the South Jersey Processing and Distribution Center (P&DC). Notice of this initiative was provided to the Union by letter dated July 29, 2015 (enclosed).

The BRS program encompasses badge readers that are located on individual machines (e.g. AFCS 1), sections of a machine (e.g. APPS side 1), and other operations (e.g. Manual Flats). Employees log into and out of these operations by scanning their postal badge at the appropriate badge reader. Additionally, the BRS is used to alert maintenance when a machine becomes inoperable.

Initially, there were 12 readers installed in the South Jersey P&DC. The Postal Service will be installing additional readers throughout the facility beginning with the Delivery Bar Code Sorter with Input Output Sub-System (DIOSS) and the Delivery Bar Code Sorter (DBCS) machines on Tour 2. This expansion will result in a total of 50 operations with readers installed.

If there are any questions regarding this initiative, please contact Dion Mealy of my staff at extension 6861.

Sincerely,

Rickey R. Dean
Manager
Contract Administration (APWU)

Enclosure



July 29, 2015

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

**Certified Mail Tracking Number:
7013 3020 0002 3617 6027**

Dear Louis:

As a matter of general interest, the Postal Service intends to implement a new Badge Reader System (BRS) in South Jersey P&DC in early August. The plan is to pilot and evaluate this technology before making a decision on any future expansion. The BRS extends the existing Power Industrial Vehicle Management System (PIVMS) approach to recognizing the allocation of individual employees to specific operations and machines to the rest of the work room floor.

The BRS consists of a series of devices that will be located at multiple locations around the processing center. These locations will be at individual machines or section of a machine including, but not limited to: DBCS ledge, DBCS sweep APBS induction, APPS and APBS sweep section, AFSM prep, FSS prep... etc. Employees will use either an existing badge or will be issued a new badge sticker or tag to log into these locations. At some point in development, and in some cases, the machine will not run until employees have badged into the machine.

The BRS includes a reporting system that will provide authorized users with a number of views of the allocation of staff within the building and reports on the staffing of machines and operations down to the specific machine or section of a machine.

Enclosed, for your review, are the PowerPoint slides for the October 6, 2014 Tech-Mech Presentation regarding BRS.

If there are any questions regarding this initiative, please contact Leigh Hsu of my staff at extension 4799.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick M. Devine".

Patrick M. Devine
Manager
Contract Administration (APWU)

Enclosure



Badge Reader System

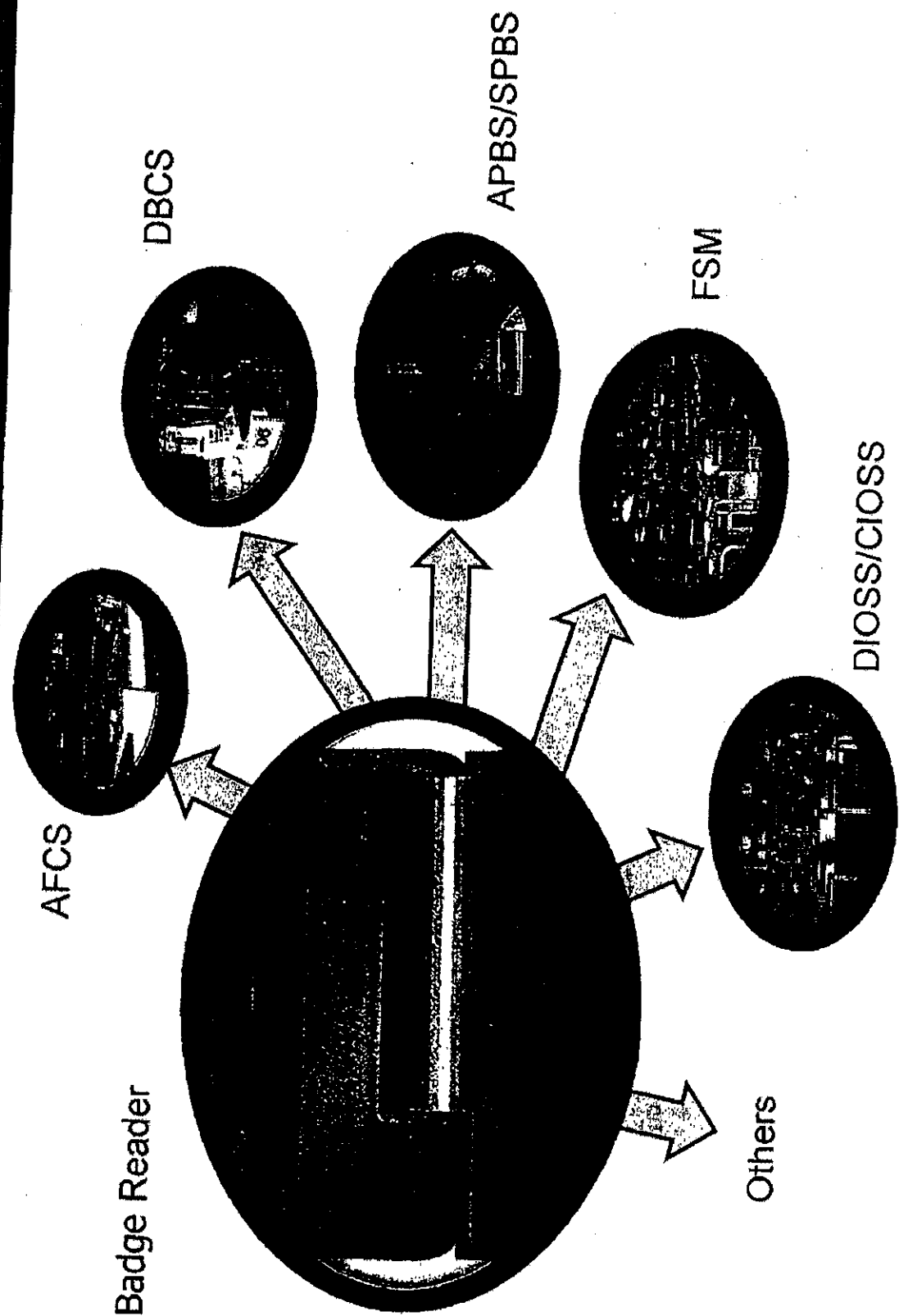


01/20/2017

- Log into MPE Machine/System/Zone using ID Card**
- Badge Reader Located at Each MPE or Stand Alone**
- Data is Stored in Local Server System**
- Local and National System Access**
- System Interfaces to TACS**
- Web Application Provides Status & Reports**



11/20/01 Copy 2/1/03/9





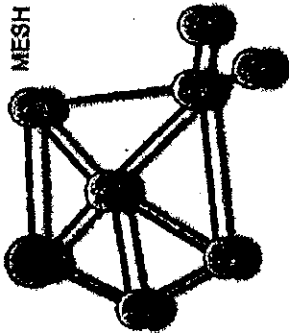
UNITED STATES
POSTAL SERVICE

Research and Development of ZigBee Wireless Technology

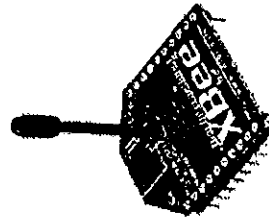
The Badge Reader System will operate on a mesh ZigBee network.

ZigBee features are (but not limited to):

- Operates on IEEE 802.15.4 wireless
- Mesh network for industrial control
- Three different types of devices in the mesh network:
 - Coordinator (Master):
 - Only one coordinator in the network.
 - Stores information about the network
 - Determine the optimum transmission path between any two points of the network.
 - Full function device (Router, Repeater):
 - Passes data from other devices.
 - Reduced Function Device (End Device):
 - Device contains a minimal amount of functionality to enable it to talk to its parent node (either the coordinator or a router); it cannot relay data directly from other devices.



- Coordinator
- Full Function Device
- Reduced Function Device



ZigBee device

- Intergrated Wire Antenna
- Up to 40m Indoor range
- Up to 120m outdoor range
- Low-power XBee module



- Equipment Management**
 - Identify opportunities to improve machine performance
 - Identification of equipment reliability versus operator performance
- Workforce Management**
 - Know who was working on what machine in the event of issues and incidents
 - Prevent injuries from unauthorized or untrained use
 - Manage productivity and staffing
 - Manage employee assignments
 - Provide data to resolve disputes and grievances



Washington, DC 20501 (202) 268-2000

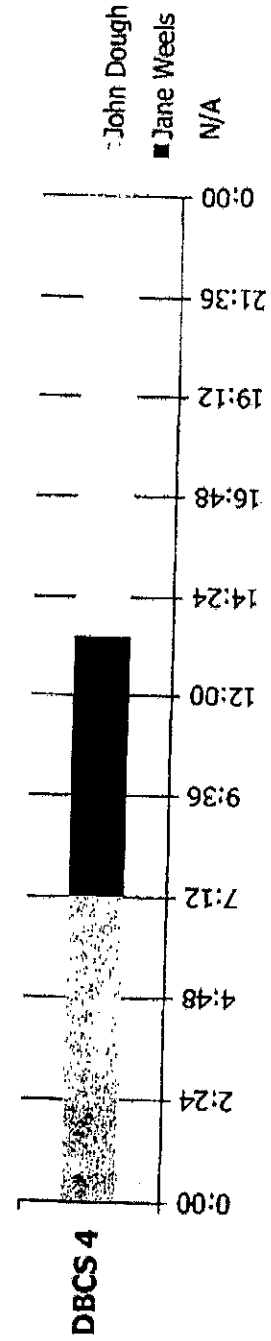
Any site P&DC Finance No. 00-0000 01/15/2015

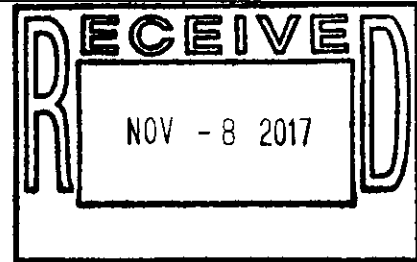
Machine Location Badge Reader Operation Code Start -End IRun

DBCS 4 F2 BRS-0013 274 07:00-23:59 13.4

Daily Usage:

Employee	Start Time	End Time	Tour
John Dough	07:05	15:30	2
Jane Weels	16:00	22:06	3





November 6, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in further reference to our September 16, 2016, notice concerning the Expected Delivery Window (ExD) pilot test.

We plan to expand the pilot test to include one office in each District not currently testing ExD. This expansion is planned for mid-November.

We have enclosed a list of the new sites.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

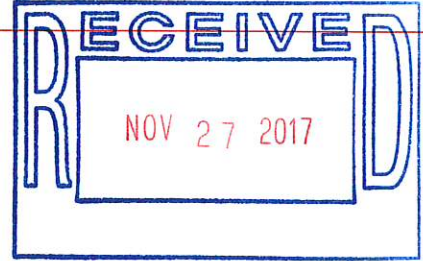
Sincerely,


for Alan S. Moore
Manager
Labor Relations Policies and Programs

Enclosure

ExD Expansion Pilot Sites

AREA NAME	District Name	DELIVERY ZIPCODE	LOCALE NAME	PHYSICAL DELV ADDR	PHYSICAL CITY	PHYSICAL STATE
CAPITAL METRO	ATLANTA	30044	LAWRENCEVILLE	35 PATTERSON RD	LAWRENCEVILLE	GA
CAPITAL METRO	BALTIMORE	21236	NOTTINGHAM	4990 MERCANTILE RD	NOTTINGHAM	MD
CAPITAL METRO	GREATER S CAROLINA	29609	GREENVILLE	600 W WASHINGTON ST	GREENVILLE	SC
CAPITAL METRO	GREENSBORO	27410	WESTSIDE ANNEX	4528 W MARKET ST	GREENSBORO	NC
CAPITAL METRO	MID-CAROLINAS	28226	BALLANTYNE	8240 BALLANTYNE COMMONS PKWY	CHARLOTTE	NC
CAPITAL METRO	RICHMOND	22554	STAFFORD	2650 JEFFERSON DAVIS HWY	STAFFORD	VA
EASTERN	APPALACHIAN	24060	BLACKSBURG	909 UNIVERSITY CITY BLVD	BLACKSBURG	VA
EASTERN	CENTRAL PENNSYLVANIA	18360	STROUDSBURG	701 ANN ST	STROUDSBURG	PA
EASTERN	KENTUCKIANA	40511	BRENTWOOD CARRIER ANNEX	1045 BRENTWOOD CT STE 110	LEXINGTON	KY
EASTERN	NORTHERN OHIO	44126	FAIRVIEW PARK	22350 BROOKPARK RD	CLEVELAND	OH
EASTERN	OHIO VALLEY	45365	SIDNEY	135 N OHIO AVE	SIDNEY	OH
EASTERN	PHILADELPHIA METROPO	19002	AMBLER	200 W BUTLER AVE	AMBLER	PA
EASTERN	SOUTH JERSEY	08012	BLACKWOOD	200 DAVISTOWN RD	BLACKWOOD	NJ
EASTERN	WESTERN NEW YORK	14127	ORCHARD PARK	60 SCHOOL ST	ORCHARD PARK	NY
GREAT LAKES	CENTRAL ILLINOIS	60451	NEW LENOX	300 N VINE ST	NEW LENOX	IL
GREAT LAKES	GREATER INDIANA	46254	EAGLE CREEK	6401 GATEWAY DR	INDIANAPOLIS	IN
GREAT LAKES	GREATER MICHIGAN	49442	MUSKEGON	800 1ST ST	MUSKEGON	MI
NORTHEAST	CONNECTICUT VALLEY	02806	BARRINGTON	200 MIDDLE HWY	BARRINGTON	RI
NORTHEAST	GREATER BOSTON	01844	LAWRENCE	431 COMMON ST	LAWRENCE	MA
NORTHEAST	GREATER BOSTON	01845	LAWRENCE	431 COMMON ST	LAWRENCE	MA
NORTHEAST	LONG ISLAND	11572	OCEANSIDE	80 ATLANTIC AVE	OCEANSIDE	NY
NORTHEAST	NORTHERN NEW JERSEY	07090	WESTFIELD	153 CENTRAL AVE	WESTFIELD	NJ
NORTHEAST	TRIBORO	11001	FLORAL PARK	35 TULIP AVE	FLORAL PARK	NY
NORTHEAST	WESTCHESTER	10580	RYE	41 PURDY AVE	RYE	NY
PACIFIC	HONOLULU	96819	SAND ISLAND CARRIER ANNEX	91 SAND ISLAND ACCESS RD	HONOLULU	HI
PACIFIC	LOS ANGELES	90713	LAKEWOOD	5200 CLARK AVE	LAKEWOOD	CA
PACIFIC	SACRAMENTO	95616	DAVIS	2020 5TH ST	DAVIS	CA
PACIFIC	SAN FRANCISCO	94010	BURLINGAME CARRIER ANNEX	1625 ROLLINS RD	BURLINGAME	CA
PACIFIC	SANTA ANA	92630	EL TORO	24552 RAYMOND WAY	LAKE FOREST	CA
SOUTHERN	ARKANSAS	72712	BENTONVILLE	1706 S WALTON BLVD	BENTONVILLE	AR
SOUTHERN	DALLAS	75020	DENISON	231 W WOODARD ST	DENISON	TX
SOUTHERN	FT WORTH	76051	GRAPEVINE	1251 WILLIAM D TATE AVE	GRAPEVINE	TX
SOUTHERN	GULF ATLANTIC	32244	WESTLAND	7055 BLANDING BLVD	JACKSONVILLE	FL
SOUTHERN	HOUSTON	77833	BRENHAM	309 N MARKET ST	BRENHAM	TX
SOUTHERN	LOUISIANA	71360	PINEVILLE	410 PINEGROVE DR	PINEVILLE	LA
SOUTHERN	MISSISSIPPI	38654	OLIVE BRANCH	8850 MIDSOUTH DR	OLIVE BRANCH	MS
SOUTHERN	SOUTH FLORIDA	33069	POMPANO BEACH	2351 W ATLANTIC BLVD	POMPANO BEACH	FL
SOUTHERN	SUNCOAST	32703	APOPKA	581 N PARK AVE	APOPKA	FL
WESTERN	ALASKA	99654	WASILLA ANNEX	626 N BOBBY DAY CIR	WASILLA	AK
WESTERN	CENTRAL PLAINS	66502	MANHATTAN	500 LEAVENWORTH ST	MANHATTAN	KS
WESTERN	DAKOTAS	59101	BILLINGS	841 S 26TH ST RM 8	BILLINGS	MT
WESTERN	HAWKEYE	50613	CEDAR FALLS	221 W 6TH ST	CEDAR FALLS	IA
WESTERN	MID-AMERICA	64118	BARRY WOODS ANNEX	8320 N PLATTE PURCHASE DR	KANSAS CITY	MO
WESTERN	MID-AMERICA	64151	BARRY WOODS ANNEX	8320 N PLATTE PURCHASE DR	KANSAS CITY	MO
WESTERN	NEVADA SIERRA	89108	RED ROCK VISTA	2449 N TENAYA WAY	LAS VEGAS	NV
WESTERN	NEVADA SIERRA	89128	RED ROCK VISTA	2449 N TENAYA WAY	LAS VEGAS	NV
WESTERN	PORTLAND	97124	HILLSBORO DCU	1330 SW WALNUT ST	HILLSBORO	OR
WESTERN	SALT LAKE CITY	84020	DRAPER	12180 S 300 E	DRAPER	UT
WESTERN	SEATTLE	98501	OLYMPIA	900 JEFFERSON ST SE	OLYMPIA	WA
WESTERN	SEATTLE	98502	OLYMPIA	900 JEFFERSON ST SE	OLYMPIA	WA



November 17, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in further reference to our August 25 correspondence proposing the Fiscal Year (FY) 2018 National Performance Assessment (NPA) Unit-Indicators and your October 22 correspondence in response to that proposal.

Following ongoing consultation with you, the enclosed FY2018 NPA Unit-Indicators and related information constitute the Postal Service's decision.

Please review the enclosures and contact me as soon as possible if you have any questions or concerns.

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

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosures

FY2018 CORPORATE INDICATORS - TARGETS & THRESHOLDS

FY2018 CORPORATE INDICATORS	FY2018 Indicator Weight	FY2018 Indicator														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1 Priority Mail Composite	10%	91.00	91.56	92.28	93.25	93.95	94.80	94.98	95.24	95.58	96.00	96.23	96.48	96.78	97.13	97.50
2 F/C Parcels / Packages	5%	85.50	86.69	88.21	90.25	92.95	94.80	94.94	95.12	95.34	95.56	95.83	96.15	96.56	96.99	97.50
3 F/C Letters & Flats Composite (less packages)	5%	91.00	91.63	92.43	93.51	94.63	96.00	96.11	96.27	96.45	96.63	96.86	97.13	97.46	97.82	98.25
4 Parcel Select	5%	99.550	99.593	99.647	99.720	99.743	99.771	99.786	99.808	99.835	99.870	99.888	99.908	99.932	99.950	99.990
5 Marketing Mail / Periodicals Composite	5%	89.00	89.53	90.21	91.12	91.43	91.80	92.21	92.80	93.56	94.50	95.10	95.78	96.58	97.50	98.50
6 Composite Scan Performance	5%	97.25	97.38	97.55	97.77	97.80	97.83	97.90	98.01	98.15	98.32	98.46	98.62	98.80	99.02	99.25
Total Accident Rate	15%	16.55	16.38	16.17	15.88	15.50	15.00	14.07	12.94	12.67	12.27	11.76	11.17	10.58	9.87	9.00
Total Accident Rate % Improvement		0.00	-1.00	-2.00	-3.00	-4.00	-10.00	-13.00	-16.00	-18.00	-20.00	-22.00	-24.00	-26.00	-28.00	-30.00
8 Controllable Income	20%	-2.40	-2.20	-2.00	-1.80	-1.60	-1.40	-1.20	-1.00	-0.80	-0.60	-0.40	-0.20	0.00	0.20	0.40
9 Deliveries Per Total Workhours % SPLY	10%	-0.4	0.1	0.6	1.1	1.6	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5	3.7	3.9
10 Total Revenue FPR % Plan	10%	-3.00	-2.50	-2.00	-1.50	-1.00	0.00	0.50	1.00	1.50	2.00	2.20	2.40	2.60	2.80	3.00
Customer Insights - Delivery		71.33	72.33	73.33	74.33	80.33	86.33	87.22	88.11	89.00	89.89	90.78	91.67	92.56	93.44	94.33
CI - eCC		34.00	35.00	36.00	54.00	62.00	70.00	71.11	72.22	73.33	74.44	75.56	76.67	77.78	78.89	80.00
CI - Large Business Panel		73.00	74.00	75.00	76.00	77.00	78.00	78.44	78.89	79.33	79.78	80.22	80.67	81.11	81.56	82.00
CI - USPS.com		55.33	56.33	57.33	58.33	62.33	66.33	68.22	70.11	72.00	73.89	75.78	77.67	79.56	81.44	83.33
CI - CCC	10%	60.17	61.17	62.17	63.17	66.17	69.17	71.00	72.83	74.67	76.50	78.33	80.17	82.00	83.83	85.67
CI - POS		84.16	85.17	86.47	88.21	89.20	90.42	91.15	92.05	92.47	93.06	93.84	94.73	95.62	96.69	98.00
CI - BMEU		90.76	91.45	92.33	93.51	94.18	95.00	95.68	96.51	96.68	96.93	97.26	97.63	98.00	98.45	99.00
CI - BSN		95.00	95.24	95.54	95.94	96.30	96.73	97.04	97.42	97.56	97.77	98.04	98.35	98.67	99.04	99.50
Corporate Customer Insights - INDEX		68.46	69.35	70.30	73.88	77.38	80.93	81.95	83.01	83.94	84.89	85.88	86.89	87.90	88.93	90.02
12 Net Promoter Survey Index (Measured / Not Weighted)	N/A	22.30	23.45	24.60	29.65	32.73	35.80	36.71	37.61	38.52	39.42	40.33	41.23	42.14	43.04	43.95

FY2018 UNIT INDICATORS - TARGETS & THRESHOLDS

FY2018 UNIT INDICATORS		FY2018 UNIT INDICATORS														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Total Operating Expense % Plan	7.50	6.63	5.51	4.00	2.20	0.00	-1.00	-1.50	-2.50	-3.10	-3.85	-4.98	-6.48	-8.20	-10.00
2	Total Workhours % Plan	6.37	5.18	3.84	2.25	1.00	0.00	-1.55	-2.90	-4.88	-7.39	-10.54	-11.21	-11.97	-12.86	-13.89
	Grievance Backlog Reduction - Case Pending	0.00	-2.15	-4.58	-7.44	-10.73	-14.30	-18.99	-25.88	-34.64	-45.60	-47.76	-50.21	-53.09	-56.40	-60.00
	Grievance Backlog Reduction - Step 2 + A	56.00	48.00	38.00	28.00	18.00	9.00	4.00	1.50	0.75	0.40	0.20	0.10	0.05	0.03	0.00
3	Grievance Backlog Reduction - Step 3 + B	20.00	15.00	10.00	5.00	2.50	2.00	1.50	1.25	1.00	0.20	0.17	0.15	0.10	0.05	0.00
	Grievance Backlog Reduction - Admin Cost Reduction	0.00	-1.50	-2.50	-5.00	-10.00	-21.00	-37.50	-57.75	-88.00	-138.25	-208.50	-309.00	-450.00	-650.00	-900.00
	Employee Availability	0.00	-1.50	-2.50	-4.00	-6.00	-10.00	-16.00	-22.00	-28.00	-35.00	-43.75	-56.50	-73.50	-98.50	-140.00
4	Employee Availability % Improvement	91.50	92.17	93.02	94.16	94.62	95.18	95.95	96.88	97.06	97.33	97.67	98.05	98.45	98.92	99.50
	Employee Availability % Improvement	0.00	0.20	0.46	0.80	1.16	1.60	1.82	2.04	2.35	2.70	3.14	3.58	4.24	5.03	6.00
5	Trips on Time / 24 Hr Clock (7-12)	70.55	74.30	79.11	85.57	87.56	90.00	91.81	94.03	94.38	94.87	95.52	96.27	97.01	97.91	99.00
	Trips on Time - % Extra Trips	11.50	9.71	7.42	4.34	3.74	3.00	2.31	1.48	1.37	1.23	1.03	0.81	0.59	0.32	0.00
6	Total Accident Rate	16.55	16.38	16.17	15.88	15.50	15.00	14.07	12.94	12.67	12.27	11.76	11.17	10.58	9.87	9.00
	Total Accident Rate % Improvement	0.00	-1.00	-2.00	-3.00	-4.00	-10.00	-13.00	-16.00	-18.00	-20.00	-22.00	-24.00	-26.00	-28.00	-30.00
7	Non-Career Employee Turnover	6.94	5.43	3.58	3.40	3.16	2.84	2.19	1.39	1.30	1.17	1.00	0.81	0.62	0.38	0.10
	Non-Career Employee Turnover % Improvement	0.00	-1.25	-3.09	-5.42	-8.34	-12.12	-19.09	-26.29	-40.00	-41.60	-43.60	-46.60	-50.60	-55.20	-60.00
8	Retail Revenue % Plan	-10.00	-8.00	-6.00	-4.00	-2.50	0.00	2.00	4.00	6.00	10.00	14.00	18.00	22.00	26.00	30.00
	Surface Visibility / Bundle Visibility	90.00	90.31	90.71	91.25	92.49	94.00	95.01	96.23	96.46	96.79	97.21	97.70	98.19	98.78	99.50
9	Plant Bundle Visibility	90.00	90.31	90.71	91.25	92.49	94.00	95.67	97.71	97.83	98.01	98.25	98.51	98.78	99.11	99.50
	Delivery Unit Bundle Visibility	90.00	90.31	90.71	91.25	92.49	94.00	94.64	95.42	95.71	96.11	96.64	97.26	97.87	98.60	99.50
10	Controller Index - % Funds in Collection	64.38	67.36	71.18	76.31	79.77	84.00	86.74	90.09	90.64	91.43	92.46	93.65	94.84	96.26	98.00
11	Controller Index - Financial Differences	4,997.8	4,529.5	3,930.1	3,124.6	2,731.0	2,250.0	2,126.7	1,976.0	1,837.7	1,640.1	1,383.2	1,066.8	730.4	434.7	0.0
	Customer Insights - Delivery	71.33	72.33	73.33	74.33	80.33	86.33	87.22	88.11	89.00	89.89	90.78	91.67	92.56	93.44	94.33
	CI - eCC	34.00	35.00	36.00	36.00	54.00	62.00	70.00	71.11	72.22	73.33	74.44	75.56	76.67	77.78	80.00
	CI - Large Business Panel	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	CI - USPS.com	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	CI - CCC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	CI - POS	84.16	85.17	86.47	88.21	89.20	90.42	91.15	92.05	92.47	93.06	93.84	94.73	95.62	96.69	98.00
	CI - BMEU	90.76	91.45	92.33	93.51	94.18	95.00	95.68	96.51	96.68	96.93	97.26	97.63	98.00	98.45	99.00
	CI - BSN	95.00	95.24	95.54	95.94	96.30	96.73	97.04	97.42	97.56	97.77	98.04	98.35	98.67	99.04	99.50
	UNIT Customer Insights - INDEX	71.88	72.70	73.62	78.95	82.54	88.22	86.99	87.83	88.43	89.10	89.84	90.62	91.39	92.24	93.17
13	EEO Forms Per 100 Employees vs SPLY	1.45	1.38	1.29	1.16	1.01	0.95	0.88	0.79	0.67	0.63	0.58	0.50	0.39	0.27	0.15
14	3-5 Day Surface (STC only)	88.78	89.83	90.88	91.93	92.95	93.90	94.70	95.40	96.10	96.74	96.92	97.19	97.46	97.73	98.00
15	AAU / ADE Scan	98.99	99.07	99.16	99.27	99.40	99.53	99.57	99.62	99.69	99.77	99.79	99.81	99.84	99.87	99.90
16	OE / DE Composite Scan	92.99	93.20	93.43	93.71	94.03	94.38	94.60	94.91	95.32	95.82	96.15	96.52	96.95	97.46	98.00
	Machine "At Risk" - AFCS	4.62	4.05	3.40	2.63	1.75	0.80	0.00	-0.13	-0.29	-0.50	-1.33	-2.26	-3.36	-4.63	-6.00
	Machine "At Risk" - AFCS200	2.70	2.31	1.84	1.56	1.16	0.64	0.00	-0.60	-1.40	-2.40	-3.40	-4.90	-6.40	-8.00	-10.00
	Machine "At Risk" - AFMS	1.50	1.33	1.09	0.77	0.38	0.21	0.00	-0.08	-0.19	-0.33	-0.58	-0.86	-1.20	-1.58	-2.00
	Machine "At Risk" - DBCS	0.79	0.70	0.57	0.40	0.19	0.10	0.00	-0.06	-0.15	-0.26	-0.52	-0.82	-1.16	-1.56	-2.00
	Machine "At Risk" - FSS	2.76	2.14	1.38	1.17	0.87	0.48	0.00	-0.18	-0.42	-0.72	-1.02	-1.47	-1.92	-2.40	-3.00
	Machine "At Risk" - APBS First Class / Priority	5.54	4.88	3.91	2.67	1.13	0.62	0.00	-0.94	-2.08	-2.55	-3.15	-4.03	-5.22	-6.58	-8.00
	Machine "At Risk" - APBS Standard	6.18	5.57	4.67	3.52	2.10	1.15	0.00	-0.65	-1.44	-2.12	-2.98	-4.26	-5.98	-7.55	-10.00
	Machine "At Risk" - APPS First Class / Priority	2.90	2.41	1.78	0.94	0.70	0.40	0.00	-1.12	-1.57	-2.20	-3.03	-3.99	-4.95	-6.10	-7.50
	Machine "At Risk" - APPS Standard / Standard Post	5.82	4.92	3.77	2.22	1.67	0.95	0.00	-1.03	-1.48	-2.13	-2.97	-3.94	-4.91	-6.08	-7.50
	Machine "At Risk" - SPSS / HTPS	1.50	1.22	0.86	0.38	0.29	0.16	0.00	-0.33	-0.73	-1.29	-2.03	-2.88	-3.73	-4.75	-6.00
	Machine "At Risk" - PSM	4.25	3.60	2.76	1.63	1.22	0.70	0.00	-1.21	-1.55	-2.02	-2.65	-3.37	-4.08	-4.95	-6.00
	Machine "At Risk" Index	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00
18	R/S Scanning	82.40	84.80	87.88	92.01	92.16	92.38	92.66	93.01	93.29	93.69	94.21	94.81	95.40	96.12	97.00
	REC Site Efficiency - IKPH	896.00	900.00	905.10	912.00	917.40	924.00	931.20	940.00	940.90	942.20	943.90	945.90	947.80	950.10	953.00
19	REC Site Efficiency - Keyer Effectiveness	86.00	86.03	86.07	86.13	86.18	86.25	86.50	86.81	86.84	86.88	86.93	86.99	87.04	87.11	87.20
20	Parcel Return Service Scanning (Measured / Not Weighed)	90.00	91.05	92.24	93.64	95.25	97.00	97.10	97.24	97.40	97.56	97.76	98.00	98.30	98.62	99.00

FY 2018 Unit NPA Scorecards

Metric	2017		2018		2019		2020		2021		2022		2023		2024	
	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth
1. Primary Mail Completion	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
2. JFC Mailbox Reliability	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
3. JFC Letters & Bills Completion	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
4. Period Sheet	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
5. Mailbox Mail Production Complaints	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
6. Complaint Score Performance	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
7. Total Account Mail Improvement	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
8. Correctable Return	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l
9. Deliveries Per Total Workhour % 2017	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l
10. Total Deliveries Per 2017 % 2018	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l
11. Customer Feedback	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
12. Mail Production Error Rate (Measured / Not Measured)	NA	Asst	NA	Asst	NA	Asst	NA	Asst	NA	Asst	NA	Asst	NA	Asst	NA	Asst

Metric	2017		2018		2019		2020		2021		2022		2023		2024	
	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth
1. Total Operating Expense % Plan	20%	Asst	25%	Asst	40%	Asst	20%	Asst	40%	Asst	20%	Asst	40%	Asst	20%	Asst
2. Total Workhour % Plan	10%	Asst					10%	Asst					10%	Asst		
3. Performance Rating & Cost Reduction	10%	Asst					20%	Asst					20%	Asst		
4. Employee Availability / Improvement	10%	Asst					20%	Asst					20%	Asst		
5. Turnover / New / Exit Ratio	NA	Asst					20%	Asst					20%	Asst		
6. Total Account Mail Improvement	15%	Asst					10%	Asst					10%	Asst		
7. Customer Feedback	10%	Asst					10%	Asst					10%	Asst		
8. Brand Awareness % Plan	10%	Asst	30%	Asst	10%	Asst										
9. Service Quality / Brand Visibility	10%	Asst					10%	Asst					10%	Asst		
10. Delivery Unit Brand Visibility							10%	Asst					10%	Asst		
11. Customer Index					20%	Asst										
12. Customer Inquiry (NHT)			25%	Asst												
13. BPO Knowledge for 100 Employees w/ 80% Y							15%	Asst								
14. Job Day Success (97% only)							10%	Asst					10%	Asst		
15. ADU / ADE Score			10%	Asst									10%	Asst		
16. JFC (JFC Complaint Score)																
17. Mailbox "90 Rule"																
18. JFC Scoring																
19. JFC 90 Rule																
20. JFC 90 Rule																
21. JFC 90 Rule																
22. JFC 90 Rule																

FY 2018 Unit NPA Scorecards

Priority Goal	FY 2018 Scorecard		FY 2017 Scorecard		FY 2016 Scorecard		FY 2015 Scorecard		FY 2014 Scorecard		FY 2013 Scorecard		FY 2012 Scorecard		FY 2011 Scorecard		FY 2010 Scorecard	
	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth
Priority Goal 1: Customer Satisfaction	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 2: Employee Engagement	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 3: Financial Performance	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 4: Operational Excellence	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 5: Innovation & Growth	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 6: Compliance & Risk Management	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 7: Sustainability & Social Responsibility	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 8: Talent Development & Retention	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 9: Quality Management & Improvement	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 10: Regulatory & Legal Compliance	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 11: Information Technology & Digital Transformation	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 12: Environmental & Health & Safety	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 13: Corporate Governance & Ethics	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 14: Strategic Planning & Execution	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 15: Customer Experience & Loyalty	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 16: Supply Chain Management & Efficiency	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 17: Marketing & Sales Performance	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 18: Research & Development & Innovation	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 19: Human Resources & Organizational Development	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 20: Legal & Risk Management	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 21: Environmental, Social & Governance (ESG)	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 22: Data Analytics & Business Intelligence	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 23: Cybersecurity & Information Security	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 24: Procurement & Vendor Management	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 25: Project Management & Execution	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 26: Internal Audit & Compliance	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 27: Business Continuity & Disaster Recovery	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 28: Intellectual Property & Innovation	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 29: Mergers & Acquisitions & Corporate Development	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
Priority Goal 30: Tax & Financial Reporting	5%	Asst	15%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst



November 9, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in further reference to our letter dated October 11 concerning IdeaSMART, a new way to submit ideas to improve the organization.

We have enclosed a copy of a postcard that will be sent to employees concerning IdeaSMART.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs

Enclosure

IdeaSMART |  UNITED STATES
POSTAL SERVICE®

Your New
**EMPLOYEE
IDEA
PROGRAM**
is here!

Share your ideas!



Join our latest business challenge:
Employee Engagement Improves Safety—
How Can YOU Make A Difference?



475 L'ENFANT PLAZA SW RM 9670
WASHINGTON, DC 20260-4001

The Next Big Thing!

IdeaSMART is a new way for Postal Service employees to share ideas. The IdeaSMART platform is easy to use. Here's how it works:

- Log in to IdeaSMART from any smartphone, tablet or computer.
- Complete the registration process.
- If you have an idea that's relevant and proposes a solution, use the platform to:
 - Submit an individual idea.
 - Submit an idea in response to a business idea.
 - Comment and vote on ideas submitted by other employees.

When you share your ideas, you help the Postal Service to:

- Use employee's experience and knowledge to improve the organization.
- Reduce costs and increase profitability.
- Improve processes.

To submit your idea, visit <https://ideasmart.ideascal.gov>.

Sign up for *Link Mobile* to stay up to date on IdeaSMART and other news.

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November 6, 2017



Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

As a matter of general interest, the Postal Service plans to implement new functionality on the Passive Adaptive Scanning System (PASS) and the Delivery Schemeless Sortation (DSS) equipment.

This enhancement will enable PASS and DSS to create firm sheets for selected delivery points during the distribution process. Local units will be able to define the delivery points that will use this functionality.

We are currently beta testing this feature at the locations listed on the enclosure. A national release is planned for the week of November 11.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan S. Moore".

for Alan S. Moore
Manager
Labor Relations Policies and Programs

Enclosure

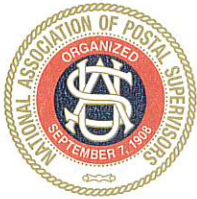
PASS/DSS Enhancement Beta Test Sites

PASS Sites

Area	District	Office	ZIP Code	City	State
Western	Nevada Sierra	North Las Vegas	89030	North Las Vegas	NV
Western	Nevada Sierra	Reno	89502	Reno	NV
Western	Portland	Parkrose	97230	Portland	OR
Western	Mid-America	Olathe East	66062	Olathe	KS
Western	Northland	Chanhassen Carrier Annex	55317	Chanhassen	MN
Northeast	Albany	Teall	13220	Syracuse	NY
Northeast	Connecticut Valley	Wallingford	06492	Wallingford	CT
Northeast	Connecticut Valley	Springfield	01101	Springfield	MA
Southern	Arkansas	Searcy Carrier Annex	72143	Searcy	AR
Southern	Arkansas	Springdale	72764	Springdale	AR

DSS Sites

Area	District	Office	ZIP Code	City	State
Southern	South Florida	Milam Annex	33152	Miami	FL
Southern	South Florida	Milam Branch	33152	Miami	FL
Southern	South Florida	Blue Lagoon	33126	Miami	FL
Southern	South Florida	Doral	33172	Doral	FL
Capital Metro	Atlanta	Athens	30601	Athens	GA
Capital Metro	Richmond	Witchduck	23462	Virginia Beach	VA



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
Phone (703) 836-9660

November 3, 2017

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: Attendance Control Officer NTE (EAS-19) Position

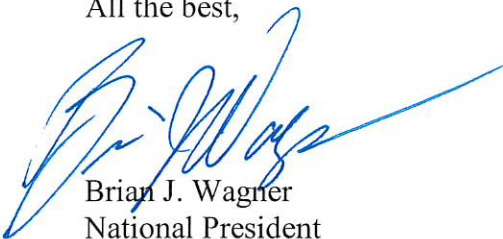
Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of your November 2, 2017 letter answering questions that we previously submitted pertaining to Attendance Control Officer NTE (EAS-19) position.

As our questions were sufficiently answered, NAPS sees no reason to schedule an actual in-person briefing. In addition, based on said responses, NAPS has no objections with the USPS moving forward with the implementation of the Attendance Control Officer NTE (EAS-19) position.

Please contact my office if you any questions regarding this correspondence.

All the best,



Brian J. Wagner
National President



November 2, 2017

Mr. Brian Wagner
President
National Association of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in response to questions raised in your October 26 correspondence regarding the proposed position, Attendance Control Officer NTE (EAS-19). This position was proposed in our October 25 correspondence within the parameters of Title 39 U.S. Code § 1004 (d).

1. Will the position be exempt?
Response: Yes
2. Will the initial posting be limited to nonbargaining (EAS) employees?
Response: Yes
3. Will bargaining unit employees be allowed to apply for the position?
Response: No
4. If awarded the position will the employee be required to relinquish their former postal position?
Response: By accepting the Attendance Control Officer NTE (EAS-19) position, the ACO position will be the successful applicant's Form 50 position. The employee will be provided a written offer, with instructions on placement and be required to sign an agreement.
5. Is the selected employee required to stay in the NTE position during the entire 12 months before returning to their original Form 50 position?
Response: While there is no requirement that the successful applicant remain in this position for the entire 12 months, it is expected that they do so. If selected for a new position, then Handbook EL-312 744.1 would apply when coordinating an effective date for the new assignment.
6. Can the selected employee apply for the other non-NTE EAS positions during the 12 month period?

Response: Yes, during the 12 month period the employee may apply for other vacant positions, including requesting a lateral reassignment or downgrade based on the EAS-19 grade.

7. After the 12 month NTE timeframe has expired:

a) Will the USPS review the need to make the position permanent?

Response: At or near the end of the 12 month period, the Postal Service may review this initiative and may make a determination on whether to make this a permanent position. If the decision is to make the job permanent, the Postal Service will propose this permanent position to NAPS through the consultation process.

i. If no, will it be reposted for another NTE 12 month period?

Response: If the determination is made not to make this position permanent, it may be reported for another NTE 12 month period.

ii. Will the incumbent be allowed to apply for the position?

Response: If the job is posted for another NTE 12 month period, the incumbent may apply.

Please provide your recommendations as soon as possible to our October 25 proposal.

Sincerely,



Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

[EMPLOYEE NAME]

SUBJECT: Attendance Control Coordinator Agreement

This agreement confirms your appointment to the position of Attendance Control Coordinator, level EAS-19. This appointment is not a permanent appointment. It is a time-limited, not-to-exceed (NTE) career EAS appointment with applicable salary and benefits. That means the appointment will begin and end on predetermined dates. Your particular appointment will begin on [date], 2017, and end on [date], 2018.

This limited, one-year term is a basic condition of the appointment. When the appointment ends, you will be offered a comparable EAS position. A "comparable position" is one that is vacant and authorized and that you are minimally qualified to perform. The position may be outside your local commuting area and may be at a lower grade. If the position is outside your local commuting area you [will or will not] be offered relocation benefits. If more than one comparable position is available, your preference will be considered, but management retains the discretion to offer you a different position.

If you do not accept the position you are offered, you will be separated at the end of your NTE appointment. That separation will be administrative, not disciplinary, in nature. It will not be an "adverse action" under Employee and Labor Relations Manual (ELM) subpart 650 or title 5, subchapter 75 of the United States Code. Nor will it be a reduction in force (RIF) under the Office of Personnel Management's RIF regulations, 5 C.F.R. part 351.

During your appointment, you may apply for other positions in the Postal Service. If you are selected for and placed into another position before your NTE appointment ends, the appointment will end on the date you are placed into your new position.

This agreement does not guarantee any future employment. During your appointment, you may still be separated. If you are separated during the appointment because of misconduct, poor performance, or a RIF, your future employment with the Postal Service, if any, will be determined under the procedures in subchapters 354 or 650 of the ELM, as well as any applicable federal laws and regulations.

If you are a current postal employee, your appointment to this position may affect your right to appeal an adverse action to the Merit Systems Protection Board (MSPB). The Attendance Control Coordinator position is not a managerial, supervisory, or confidential-personnel position. So once you are appointed to the position, you will not have MSPB appeal rights unless you are eligible for veterans' preference, and unless and until you have completed one year of current continuous service in the same or a similar position.

[Manager's signature]

[Manager's title]

AGREEMENT

I have read and understood this agreement. Having done so, I now accept the agreement.

SIGNATURE: _____

DATE: _____



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

October 26, 2017

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: Attendance Control Officer NTE (EAS-19) Position

Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of USPS correspondence dated October 25, 2017 from your office regarding the USPS proposed establishment of an Attendance Control Officer NTE (EAS-19) position. NAPS is requesting a briefing on this matter. In advance of a scheduled briefing, NAPS has submitted below questions related to the implementation of the Attendance Control Officer NTE (EAS-19).

1. Will the position be exempt?
2. Will the initial posting be limited to nonbargaining (EAS) employees?
3. Will bargaining unit employees be allowed to apply for the position?
4. If awarded the position will the employee be required to relinquish their former postal position?
5. Is the selected employee required to stay in the NTE position for the entire 12 months before returning to their original Form 50 position?
6. Can the selected employee apply for other non-NTE EAS positions during the 12 month period?
7. After the 12 month NTE timeframe has expired:
 - a. Will the USPS review the need to make the position permanent?
 - i. If no, will it be reposted for another NTE 12 month period?
 - ii. Will the incumbent be allowed to apply for the position?

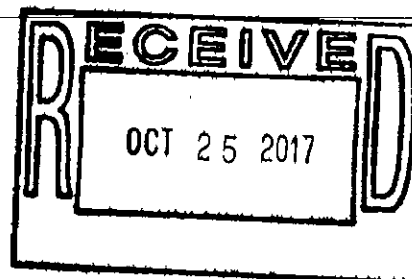
NAPS looks forward to your response and scheduled briefing date. Please contact my office if you any questions regarding this correspondence and request. Thank you.

All the best,

A handwritten signature in blue ink that reads "Brian J. Wagner".

Brian J. Wagner
National President

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



October 25, 2017

Mr. Brian Wagner
President
National Association of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

The Postal Service intends establishment of the following position at the district level:

Attendance Control Officer NTE (EAS-19)
Occupation Code: 0201-xxxx

The enclosed position description and qualification for this position is provided for your review. This position will support management of district employee availability and attendance control programs while ensuring compliance with national policies, guidelines and procedures.

Each district will be authorized one position that will report directly to the District Manager not-to-exceed 12 months. Occupation code for this new position has not yet been determined.

Pursuant to Title 39 U.S. Code Section 1004 (d), please provide any questions or recommendations you might have regarding this matter. We look forward to your soonest possible input in order to expedite establishment and deployment of this position.

Please contact Phong Quang at extension 2857 regarding any questions or recommendations concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Behl", written over the word "Sincerely,".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

ATTENDANCE CONTROL OFFICER NTE (EAS-19)
OCCUPATION CODE: 0201-xxxx

FUNCTIONAL PURPOSE

Manages the district-wide employee availability and attendance control programs while ensuring compliance with national policies, guidelines, and procedures.

This is a not-to-exceed 12 month position authorized at the District Office only.

DUTIES AND RESPONSIBILITIES

1. Manages district-wide employee availability and attendance control programs; monitors employee availability and TACS dashboards and reports to identify discrepancies, staffing issues and trends. Communicates issues to local management for mitigating action.
2. Implements measures for local offices to effectively track and monitor attendance issues including Zero Work Hours employees. Consults with managers and supervisors; ensures unscheduled absences are being recorded appropriately, reviewed timely and action is being taken. Provides training on reporting systems and ensures those systems are effectively utilized.
3. Receives, interprets and implements directives or instructions issued by HQ and Area leadership. Writes local procedural instructions and guidelines in reference to new programs or modifications to existing attendance control procedures and policies.
4. Applies National and local agreements and employee relations policies regarding attendance control and employee availability; review proposed corrective action request packet initiated by supervisors/managers, ensures it is complete, supportable and in compliance with postal handbooks and manuals.
5. Evaluates performance cluster staffing issues and makes recommendations for improvements to maximize the effectiveness of workforce resource allocations; develops strategies for implementation; and conducts ERMS reviews and follow-up evaluations.
6. Provides program guidance, technical advice, policy interpretation and training on attendance control and employee availability programs and activities. Monitors return to work meetings.
7. Serves as a liaison between supervisors/ managers, Labor Relations, Personnel, Finance and Operations on complement, staffing and attendance control matters within a performance cluster to ensure that attendance is being effectively managed.

SUPERVISION

District Manager

SELECTION METHOD

See Handbook EL-312, Section 740 - Selection Policies for Non Bargaining Positions.

REQUIREMENTS:

1. Knowledge of policies and procedures related to staffing and complement management programs.
2. Knowledge of laws, labor agreement provisions, policies, and procedures related to staffing and attendance control.
3. Ability to collect, analyze and evaluate data to identify trends, develop solutions and recommend necessary actions.
4. Ability to provide technical guidance related to attendance control and employee availability management programs and policies.
5. Ability to communicate orally and in writing to give presentations, provide technical guidance, coordinate staffing activities, and prepare reports and correspondence.
6. Ability to develop and maintain effective work relationships with employees at all levels of the field organization to achieve organizational goals and objectives.
7. Ability to conduct reviews to ensure compliance with postal rules and regulations concerning attendance.
8. Skill using human resources and complement management tools, dashboards and applications (e.g., EDW, TACS, webCOINS).



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
Phone (703) 836-9660

November 29, 2017

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9024
Washington DC 20260-4000

Subject: USPS FY2018 NPA Unit Indicator Final Decision

Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of your November 17, 2017 letter and final USPS FY2018 National Performance Assessment (NPA) Unit-Indicators decision. NAPS is not in full agreement with the USPS final FY2018 decision. In our letter dated October 22, 2017, NAPS recommended the elimination of the following FY2018 NPA indicators.

- Non-Career Employee Turnover/Improvement Unit indicator
- Corporate and Unit Total Accident Rate/Total Accident Rate % Improvement
- Corporate Insights Indicator #12:
- Total Deliveries Per Total Workhours % SPLY
- Total Revenue FPR % Plan

In addition, NAPS remains steadfast in our position that the following Corporate and/or Unit Indicators be modified per our October 22, 2017 correspondence.

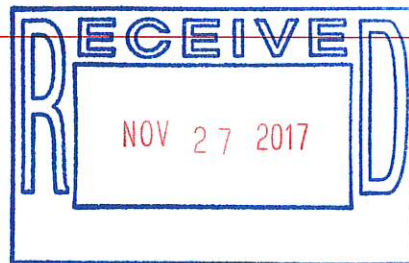
- Controllable Income
- Employee Availability Unit Indicator
- Trips on Time / 24 Hr. Clock (7-12)

NAPS appreciates the Postal Service's reconsideration in making the adjustment to the **Total Workhours % Plan** Unit Indicator to ensure a more reasonable and attainable indicator. However, NAPS requests the U.S. Postal Service reconsider our October 22, 2017 FY2018 NPA recommendations.

Best regards,

A handwritten signature in black ink, appearing to read "Brian J. Wagner", with a long, sweeping underline.

Brian J. Wagner
National President



November 17, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in further reference to our August 25 correspondence proposing the Fiscal Year (FY) 2018 National Performance Assessment (NPA) Unit-Indicators and your October 22 correspondence in response to that proposal.

Following ongoing consultation with you, the enclosed FY2018 NPA Unit-Indicators and related information constitute the Postal Service's decision.

Please review the enclosures and contact me as soon as possible if you have any questions or concerns.

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

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosures

FY2018 CORPORATE INDICATORS - TARGETS & THRESHOLDS

FY2018 CORPORATE INDICATORS		FY2018 Indicator Weight		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Priority Mail Composite	10%		91.00	91.56	92.28	93.25	93.95	94.80	94.98	95.24	95.58	96.00	96.23	96.48	96.78	97.13	97.50
2	F/C Parcels / Packages	5%		85.50	86.69	88.21	90.25	92.95	94.80	94.94	95.12	95.34	95.56	95.83	96.15	96.56	96.99	97.50
3	F/C Letters & Flats Composite (less packages)	5%		91.00	91.63	92.43	93.51	94.63	96.00	96.11	96.27	96.45	96.63	96.86	97.13	97.46	97.82	98.25
4	Parcel Select	5%		99.550	99.593	99.647	99.720	99.743	99.771	99.786	99.808	99.835	99.870	99.888	99.908	99.932	99.960	99.990
5	Marketing Mail / Periodicals Composite	5%		89.00	89.53	90.21	91.12	91.43	91.80	92.21	92.80	93.56	94.50	95.10	95.78	96.58	97.50	98.50
6	Composite Scan Performance	5%		97.25	97.38	97.55	97.77	97.80	97.83	97.90	98.01	98.15	98.32	98.46	98.62	98.80	99.02	99.25
7	Total Accident Rate	15%		16.55	16.38	16.17	15.88	15.50	15.00	14.07	12.94	12.67	12.27	11.76	11.17	10.58	9.87	9.00
8	Total Accident Rate % Improvement	20%		0.00	-1.00	-2.00	-3.00	-4.00	-10.00	-13.00	-16.00	-18.00	-20.00	-22.00	-24.00	-26.00	-28.00	-30.00
9	Controlable Income	20%		-2.40	-2.20	-2.00	-1.80	-1.60	-1.40	-1.20	-1.00	-0.80	-0.60	-0.40	-0.20	0.00	0.20	0.40
9	Deliveries Per Total Workhours % SPL Y	10%		-0.4	0.1	0.6	1.1	1.6	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5	3.7	3.9
10	Total Revenue FPR % Plan	10%		-3.00	-2.50	-2.00	-1.50	-1.00	0.00	0.50	1.00	1.50	2.00	2.20	2.40	2.60	2.80	3.00
	Customer Insights - Delivery			71.33	72.33	73.33	74.33	80.33	86.33	87.22	88.11	89.00	89.89	90.78	91.67	92.56	93.44	94.33
	CI - eCC			34.00	35.00	36.00	54.00	62.00	70.00	71.11	72.22	73.33	74.44	75.56	76.67	77.78	78.89	80.00
	CI - Large Business Panel			73.00	74.00	75.00	76.00	77.00	78.00	78.44	78.89	79.33	79.78	80.22	80.67	81.11	81.56	82.00
	CI - USPS.com			55.33	56.33	57.33	58.33	62.33	66.33	68.22	70.11	72.00	73.89	75.78	77.67	79.56	81.44	83.33
11	CI - CCC	10%		60.17	61.17	62.17	63.17	66.17	69.17	71.00	72.83	74.67	76.50	78.33	80.17	82.00	83.83	85.67
	CI - POS			84.16	85.17	86.47	88.21	89.20	90.42	91.15	92.05	92.47	93.06	93.84	94.73	95.62	96.69	98.00
	CI - BMEU			90.76	91.45	92.33	93.51	94.18	95.00	95.68	96.51	96.68	96.93	97.26	97.63	98.00	98.45	99.00
	CI - BSN			95.00	95.24	95.54	95.94	96.30	96.73	97.04	97.42	97.56	97.77	98.04	98.35	98.67	99.04	99.50
	Corporate Customer Insights - INDEX			68.46	69.35	70.30	73.88	77.38	80.93	81.95	83.01	83.94	84.89	85.88	86.89	87.90	88.93	90.02
12	Net Promoter Survey Index (Measured / Not Weighted)	N/A		22.30	23.45	24.60	29.65	32.73	35.80	36.71	37.61	38.52	39.42	40.33	41.23	42.14	43.04	43.95

FY2018 UNIT INDICATORS - TARGETS & THRESHOLDS

	FY2018 UNIT INDICATORS															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	Total Operating Expense % Plan	7.50	6.63	5.51	4.00	2.20	0.00	-1.00	-1.50	-2.50	-3.10	-3.85	-4.98	-6.48	-8.20	-10.00
2	Total Workhours % Plan	6.37	5.18	3.84	2.25	1.00	0.00	-1.55	-2.90	-4.88	-7.39	-10.54	-11.21	-11.97	-12.86	-13.89
	Grievance Backlog Reduction - Case Pending	0.00	-2.15	-4.58	-7.44	-10.73	-14.30	-18.99	-25.88	-34.64	-45.60	-47.76	-50.21	-53.09	-56.40	-60.00
3	Grievance Backlog Reduction - Step 2 + A	58.00	48.00	38.00	28.00	18.00	9.00	4.00	1.50	0.75	0.40	0.20	0.17	0.15	0.05	0.00
	Grievance Backlog Reduction - Step 3 + B	20.00	15.00	10.00	5.00	2.50	2.00	1.50	1.25	1.00	0.20	0.17	0.15	0.10	0.05	0.00
	Grievance Backlog Reduction - Cost Reduction	0.00	-1.50	-2.50	-5.00	-10.00	-21.00	-37.50	-58.00	-88.25	-128.00	-180.00	-250.00	-350.00	-500.00	-800.00
4	Grievance Backlog Reduction - Admin Cost Reduction	0.00	-1.50	-2.50	-4.00	-6.00	-10.00	-16.00	-22.00	-28.00	-35.00	-45.00	-55.00	-75.00	-100.00	-150.00
	Employee Availability	91.50	92.17	93.02	94.16	94.62	95.18	95.95	96.88	97.06	97.33	97.67	98.06	98.45	98.92	99.50
5	Employee Availability % Improvement	0.00	0.20	0.46	0.80	1.16	1.60	1.82	2.04	2.35	2.70	3.14	3.58	4.24	5.03	6.00
	Trips on Time / 24 Hr Clock (7-12)	70.55	74.30	79.11	85.57	87.56	90.00	91.81	94.03	94.38	94.87	95.52	96.27	97.01	97.91	99.00
	Trips on Time - % Extra Trips	11.50	9.71	7.42	4.34	3.74	3.00	2.31	1.48	1.37	1.23	1.03	0.81	0.59	0.32	0.00
6	Total Accident Rate	16.55	16.38	16.17	15.88	15.50	15.00	14.07	12.94	12.67	12.27	11.78	11.17	10.58	9.87	9.00
	Total Accident Rate % Improvement	0.00	-1.00	-2.00	-3.00	-4.00	-10.00	-13.00	-16.00	-18.00	-20.00	-22.00	-24.00	-26.00	-28.00	-30.00
7	Non-Career Employee Turnover	6.94	5.43	3.58	3.40	3.16	2.84	2.19	1.39	1.30	1.17	1.00	0.81	0.62	0.38	0.10
	Non-Career Employee Turnover % Improvement	0.00	-1.25	-3.09	-5.42	-8.34	-12.12	-19.09	-26.29	-40.00	-41.60	-43.60	-46.60	-50.60	-55.20	-60.00
8	Retail Revenue % Plan	-10.00	-8.00	-6.00	-4.00	-2.50	0.00	2.00	4.00	6.00	10.00	14.00	18.00	22.00	26.00	30.00
	Surface Visibility / Bundle Visibility	90.00	90.31	90.71	91.25	92.49	94.00	95.01	96.23	96.46	96.79	97.21	97.70	98.19	98.78	99.50
9	Plant Bundle Visibility	90.00	90.31	90.71	91.25	92.49	94.00	95.67	97.71	97.83	98.01	98.25	98.51	98.78	99.11	99.50
10	Delivery Unit Bundle Visibility	90.00	90.31	90.71	91.25	92.49	94.00	94.64	95.42	95.71	96.11	96.64	97.26	97.87	98.60	99.50
11	Controller Index - % Funds in Collection	64.38	67.36	71.18	76.31	78.77	84.00	86.74	90.09	90.64	91.43	92.46	93.65	94.84	96.26	98.00
	Customer Insights - Financial Differences	4.997.8	4.599.5	3.930.1	3.124.6	2.731.0	2,280.0	2,126.7	1,976.0	1,837.7	1,640.1	1,383.2	1,086.8	790.4	434.7	0.0
	Customer Insights - Delivery	71.33	72.33	73.33	74.33	80.33	86.33	87.22	88.11	89.00	89.89	90.78	91.67	92.55	93.44	94.33
	CI - eCC	34.00	35.00	36.00	54.00	62.00	70.00	71.11	72.22	73.33	74.44	75.56	76.67	77.78	78.89	80.00
	CI - Large Business Panel	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	CI - USPS.com	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	CI - CCC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	CI - POS	84.16	85.17	86.47	88.21	89.20	90.42	91.15	92.05	92.47	93.06	93.84	94.73	95.62	96.69	98.00
	CI - BMEU	90.76	91.45	92.33	93.51	94.18	95.00	95.68	96.51	96.68	96.93	97.26	97.63	98.00	98.45	99.00
	CI - BSN	95.00	95.24	95.54	95.94	96.30	96.73	97.04	97.42	97.56	97.77	98.04	98.35	98.67	99.04	99.50
	UNIT Customer Insights - INDEX	71.88	72.70	73.62	78.95	82.54	86.22	86.99	87.83	88.43	89.10	89.84	90.62	91.39	92.24	93.17
13	EEO Formals Per 100 Employees vs SPFLY	1.45	1.38	1.29	1.16	1.01	0.95	0.88	0.79	0.67	0.63	0.58	0.50	0.39	0.27	0.15
14	3-5 Day Surface (STC only)	88.78	89.83	90.88	91.93	92.95	93.90	94.70	95.40	96.10	96.74	96.92	97.19	97.46	97.73	98.00
15	AAU / ADE Scan	98.99	99.07	99.16	99.27	99.40	99.53	99.57	99.62	99.69	99.74	99.79	99.81	99.84	99.87	99.90
16	OE / DE Composite Scan	92.99	93.20	93.43	93.71	94.03	94.38	94.60	94.91	95.32	95.82	96.15	96.52	96.95	97.46	98.00
	Machine "At Risk" - AFCOS	4.62	4.05	3.40	2.63	1.75	0.80	0.00	-0.13	-0.29	-0.50	-1.33	-2.26	-3.36	-4.63	-6.00
	Machine "At Risk" - AFCOS200	2.70	2.31	1.84	1.56	1.16	0.84	0.00	-0.60	-1.40	-2.40	-3.40	-4.90	-6.40	-8.00	-10.00
	Machine "At Risk" - AF5M	1.50	1.33	1.09	0.77	0.38	0.21	0.00	-0.08	-0.19	-0.33	-0.58	-0.86	-1.20	-1.58	-2.00
	Machine "At Risk" - DBCS	0.79	0.70	0.57	0.40	0.19	0.10	0.00	-0.06	-0.15	-0.26	-0.52	-0.82	-1.16	-1.56	-2.00
	Machine "At Risk" - FSS	2.76	2.14	1.38	1.17	0.87	0.48	0.00	-0.18	-0.42	-0.72	-1.02	-1.47	-1.92	-2.48	-3.00
	Machine "At Risk" - APBS First Class / Priority	5.54	4.88	3.91	2.67	1.13	0.62	0.00	-0.94	-2.08	-3.55	-5.15	-7.03	-9.15	-11.52	-15.00
	Machine "At Risk" - APBS Standard	6.18	5.57	4.67	3.82	2.10	1.15	0.00	-0.65	-1.44	-2.12	-2.98	-4.26	-5.98	-7.95	-10.00
	Machine "At Risk" - APPS First Class / Priority	2.90	2.41	1.78	0.94	0.70	0.40	0.00	-1.12	-1.57	-2.20	-3.03	-3.99	-4.95	-6.10	-7.50
	Machine "At Risk" - APPS Standard / Standard Post	5.82	4.92	3.77	2.22	1.67	0.95	0.00	-1.03	-1.48	-2.13	-2.97	-3.94	-4.91	-6.08	-7.50
	Machine "At Risk" - SPSS / HTTPS	1.50	1.22	0.86	0.38	0.29	0.16	0.00	-0.33	-0.73	-1.29	-2.03	-2.88	-3.73	-4.75	-6.00
	Machine "At Risk" - PSM	4.25	3.60	2.76	1.63	1.22	0.70	0.00	-1.21	-1.55	-2.02	-2.66	-3.37	-4.08	-4.95	-6.00
	Machine "At Risk" Index	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00
18	RVS Scanning	82.40	84.80	87.88	92.01	92.16	92.38	92.66	93.01	93.29	93.69	94.21	94.81	95.40	96.12	97.00
19	REC Site Efficiency - Keyer Effectiveness	86.00	86.03	86.07	86.13	86.18	86.25	86.50	86.81	86.84	86.88	86.93	86.99	87.04	87.11	87.20
20	Parcel Return Service Scanning (Measured / Not Weighted)	90.00	91.05	92.24	93.64	95.25	97.00	97.10	97.24	97.40	97.56	97.76	98.00	98.30	98.62	99.00

FY 2018 Unit NPA Scorecards

Metric Name	2017		2018		2019		2020		2021		2022	
	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth
1 Priority Mail Complete	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
2 Post Service Reliability	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
3 IFC Letters & Film Complete	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
4 Priority Mail®	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
5 Mailings Mail Product/Call Complete	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
6 Corporate Mail Performance	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
7 Postal Account Mail Improvement	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
8 Carriers/In Home	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l
9 Deliveries Per Front Worker's 30's Y	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l	10%	Nat'l
10 Front Worker 30's Y, 30's Y	10%	Medial	10%	Medial	10%	Medial	10%	Medial	10%	Medial	10%	Medial
11 Customer Insights	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
12 Mail Promoter Survey Score (Standardized) / Mail Promoter	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst

Metric Name	2017		2018		2019		2020		2021		2022	
	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth
1 Front Office Expense % 30's Y	20%	Asst	20%	Asst	20%	Asst	20%	Asst	20%	Asst	20%	Asst
2 Front Workers % Plan	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
3 Employee Safety & Cost Reduction	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
4 Employee Absenteeism Improvement	N/A	N/A	20%	Asst	20%	Asst	20%	Asst	20%	Asst	20%	Asst
5 Turn on Time, Error Rate												
6 Front Office Mail Improvement	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
7 Non-Customer Employee Turnover /	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
8 Budget Variance % Plan	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
9 Service Velocity / Bureau Velocity	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
10 Delivery Unit Bureau Velocity												
11 Customer Index												
12 Customer Insights (CMI)	20%	Asst	20%	Asst	20%	Asst	20%	Asst	20%	Asst	20%	Asst
13 EEOB Results Per 100 Employees w/ 30's Y												
14 3x4 Day Surface (RTTC Avg)												
15 Mail / 428 Sun	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst
16 DC/DC Complete Sun												
17 Mailbox 24 Hour												
18 30's Y Savings												
19 EDC 30's Y Efficiency												
20 Front Office Service Rating (Standardized) / Mail Promoter	N/A	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst	10%	Asst

FY 2018 Unit NPA Scorecards

Objectives	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025		2025-2026		2026-2027		2027-2028	
	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth
Priority Mail Composite	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
1st Class Package Composite	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
1st Class Letter & Flat Composite	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
Parcel Post	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
Marketing Mail Products Composite	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
Competition Score Improvement	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
Carrier On-Time Performance	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l
Customer Satisfaction	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l
Customer Retention	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l
Customer Complaints	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l

Objectives	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025		2025-2026		2026-2027		2027-2028	
	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth	Weight	Depth
Priority Mail Composite	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
1st Class Package Composite	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
1st Class Letter & Flat Composite	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
Parcel Post	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
Marketing Mail Products Composite	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst	5%	Asst
Competition Score Improvement	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst	15%	Asst
Carrier On-Time Performance	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l	20%	Nat'l
Customer Satisfaction	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l
Customer Retention	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l
Customer Complaints	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l	15%	Nat'l

FY 2018 Unit NPA Scorecards

Category	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040
Priority Mail Composite	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
FCF Package Fulfillment	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
FCF Customer & Item Composite	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Handling Mail Productivity Composite	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Composite Staff Performance	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Final Accident Rate Improvement	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Compliance Score	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Customer Satisfaction % NPS	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Customer Effort Score	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Net Promoter Score (Retail/Postal/ Mail)	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%

Category	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040
Final Opening Expense % Plan	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Total Workforce % Plan	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Customer Building & Cost Reduction	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Employee Availability Improvement	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Traps on Time & Cost Type	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Final Accidents Rate Improvement	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Final Accidents Employee Turnover / Incident	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Final Accidents % Plan	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Customer Velocity / Branch Velocity	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Customer Velocity Branch Velocity	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Customer Velocity (LHRT)	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Customer Velocity (LHRT)	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
3rd Day Success (STC only)	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
ADU / NDE Score	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
OC / DC Composite Score	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Machine "2" Plan	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
POS Scoring	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
POS Plan Frequency	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Final Plans Performance (Business/ Retail/ Mail)	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
Phone (703) 836-9660

October 22, 2017

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9024
Washington DC 20260-4000

Subject: NAPS Recommendations to USPS FY2018 Corporate/Unit NPA

Dear Bruce,

On August 25, 2017, the National Association of Postal Supervisors (NAPS) received the FY2018 USPS Proposed Corporate/Unit NPA indicators, definitions, weights and targets from your office. USPS requested NAPS provide feedback and recommendations. After our initial review of the respective USPS NPA targets, thresholds and scorecards, NAPS recommends the following Corporate and/or Unit Indicators be eliminated or changed:

Eliminate:

- **Non-Career Employee Turnover/Improvement Unit indicator**

NAPS is not in agreement with the USPS proposing the Non-Career Employee Turnover/Improvement indicator for FY2018. Our position has not changed from FY2016 and FY2017. NAPS requests the USPS eliminate the FY2018 NPA Non-Career Employee Turnover/Improvement indicator. NAPS contends that there are too many variables (family and personal issues, full-time career opportunities outside the USPS, better pay, benefits and work schedules, etc.) outside the control of EAS to have this indicator part of the FY2018 NPA system. The NAPS organization requests the USPS reconsider its decision and eliminate this unit indicator as a compensable target.

By eliminating the Non-Career Employee Turnover/Improvement Unit Indicator will also change the FY2018 NPA Unit Scorecards of many USPS functional areas. NAPS recommends that the weights originally assigned to this respective indicator by functional area be reasonably and equitably reallocated among the other remaining indicators in that function.

- **Corporate and Unit Total Accident Rate/Total Accident Rate % Improvement**

NAPS is not in agreement with the USPS proposing this FY2018 NPA indicator. After further review, NAPS still has concerns that this respective indicator is in violation of OSHA Rule *Section 1904.35(B)(1)(IV): Prohibition of Discrimination Against Employees for Reporting a Work-Related Injury or Illness*, which went into effect on January 1, 2017. NAPS requests the USPS eliminate the FY2018 Corporate and Unit Indicator, *Total Accident Rate/Improvement*. By eliminating the Total Accident Rate/Improvement Indicator from both the FY2018 NPA Corporate and Unit Scorecards many USPS functional Scorecards will need adjusting. NAPS recommends that the weights originally assigned to this respective Corporate and Unit Indicator be reasonably and equitably reallocated among the remaining indicators.

- **Corporate Insights Indicator #12:**

NAPS recommends eliminating the **Corporate Insights Indicator #12**, but keep the respective Unit indicator of the FY2018 NPA program. Units have more control over this indicator and should not be subject to the same “duplicate” Indicator on the Corporate level and be held accountable on the Corporate level for actions of poorer performing Units.

Customer Insights - Delivery
CI - eCC
CI - Large Business Panel
CI - USPS.com
CI - CCC
CI - POS
CI - BMEU
CI - BSN
Customer Insights - INDEX

- **Total Deliveries Per Total Workhours % SPLY**

On 7/24/17 the Postal Service informed NAPS via mail that the USPS was purchasing 7,000 vehicles to establish new routes. This is due to the tremendous increase in parcel volume. NAPS has yet to see any estimates of a possible reduction of TOE dollars for FY2018. However, if work hours are not increased to account for the work hours that are needed for the adding of additional vehicles and new routes, NAPS does not expect this respective goal will ever be made.

In addition, the Postal Service has shown that FY2017 showed an increase of parcels of almost 500 million pieces with expectations of further increases in parcels and IPPs (SPRs) for FY2018. To increase deliveries per work hour is difficult when the mail mix for delivery has changed. The increase in parcel volume increases the loading time of carrier vehicles. In addition, carriers are making more door deliveries due to the increase in parcels.

Furthermore, post offices saw parcel volume increase during the summer of 2017 which is estimated to be higher than the Holiday period of 2016. Post offices have also had to establish parcel routes due to the large increase in parcels as carriers no longer have space in their vehicles, let alone the time within their route to deliver such packages before their end tour.

There is a direct correlation between the pressure to deliver or attempt all mail and specifically with parcels and IPPs (SPRs) that this has affected the Customer Insight Indicators as it relates to ECCs increasing considerably regarding package delivery.

NAPS does not believe the Corporate Indicator of **Total Deliveries Per Total Workhours % SPLY** is a valid NPA metric. As USPS possible deliveries increase annually along with parcel volume the rationale to reduce work hours as deliveries increase and the mail mix changes are contradictory. USPS expects to lose almost four (4) billions pieces of letter and flat mail in FY2018. This is the loss of mail that is the most efficient to process in the plant and to deliver. However, this mail is not being replaced with parcels and SPRs, which is the most inefficient mail to process in plants and deliver. Therefore, it makes no business sense to have a NPA

performance goal to increase the number of deliveries per hour when the mail mix being delivered has been replaced with a USPS product that is more costly to process and physically deliver.

The addition of hundreds of new Sunday Amazon hubs offices, including hundreds more offices being added October 22, 2017, works against the principle of being more efficient using less workhours to deliver these additional parcels. Hours spent in these offices on Sundays are hours never used the previous year. The whole concept of adding more Sunday Amazon offices AND delivering non Amazon Priority is meant to increase parcel volume.

Again, USPS is losing first class letter volume, our most efficient workhour processing and delivery product and replacing it with parcels, our most inefficient workhour processing and delivery product. With the peak period parcel volume already far exceeding delivery vehicle capacity in most cases, office are being forced to use less efficient means of delivery including multiple parcel routes/runs. In some cases the vehicle is used from 5:00 am – 8:30 am, then again from 9:00 am – 5:00 pm then again from 5:00 pm – 8:00 pm. Having three lines-of- travel runs, not to mention the additional combined time of all the runs compared to one long run, is not efficient. Additionally, moving the scanning cut-off time to at 8:00 pm creates additional possibilities for multiple parcel runs during peak.

NAPS contends that having a goal to increase deliveries per hour with all the uncontrollable circumstances listed above is unrealistic. NAPS recommends that the FY2018 NPA Corporate Indicator -- **Total Deliveries Per Total Workhours % SPLY** be eliminated.

- **Total Revenue FPR % Plan** NAPS does not agree that **Total Revenue FPR % Plan** should be a Corporate indicator as long as Controllable Income remains a Corporate indicator. Total Revenue FPR is already half of the Controllable Income calculation (retail revenue is already a unit indicator). Therefore, it is counted twice and not necessary. Approximately 80% - 85% of total revenue is commercial revenue which is proved to be highly volatile in nature.

Several uncontrollable factors outside USPS control can affect commercial revenue such as economy, politics, mother nature etc. The best way to drive additional commercial revenue is through excellent service scores. NAPS asks that the 10% weight for Total Revenue FPR % Plan be reallocated to the Corporate service scores that would best incent additional commercial revenue.

The following NAPS recommendations are for changes in the respective Corporate and/or Unit Indicators. We believe such changes are fair and equitable to the FY2018 NPA program.

NPA Indicator Recommended Changes:

- **Controllable Income**

NAPS believes Controllable Income, measured as a national indicator, is weighted to high at 20% of the Corporate scorecard. Currently, this weight means it accounts for 12% of everyone's composite scorecard. Considering each EAS individuals' impact on the national revenue and expense numbers (how Controllable Income is calculated) the impact on the composite scorecard

does not match the effect of every EAS. NAPS recommends the weight of the Corporate Indicator Controllable Income be 10% not 20%.

- **Employee Availability Unit Indicator**

NAPS recommends that the *Employee Availability* Unit Indicator relative to Leave-Without-Pay (LWOP) be changed to only include “unscheduled” LWOP in the formula. There are many occasions where mail volume and subsequent workload is low allowing management to offer nonbargaining unit employees an opportunity to end their tour early to save workhours. In addition, National Agreements with the respective postal unions allow bargaining unit employees to request LWOP to politically campaign on behalf of their respective unions. It is counterproductive to calculate all scheduled and unscheduled LWOP, except LWOP for OWCP, against the *Employee Availability* Unit NPA Indicator. Furthermore, NAPS is aware that employees who have elected to retire are kept in a LWOP status until they are taken off the USPS rolls. This policy also negatively impacts the *Employee Availability* Unit Indicator.

NAPS final recommendation is to sum career straight time work hours, unscheduled LWOP (excluding LWOP for OWCP, Military, Union Official, FMLA) and Sick Leave (excluding FMLA) to determine the workhours which would have been recorded if all employees reported to work as scheduled. This slight change, not to include scheduled LWOP in this respective formula, will subsequently save the USPS workhours resulting in a reduction in Total Operating Expense (TOE). NAPS believes supervisors will be more inclined to offer and approve LWOP when workload does not warrant such staffing, especially if the approval of LWOP does will not adversely impact this respective NPA Unit target and subsequently the EAS’ PFP.

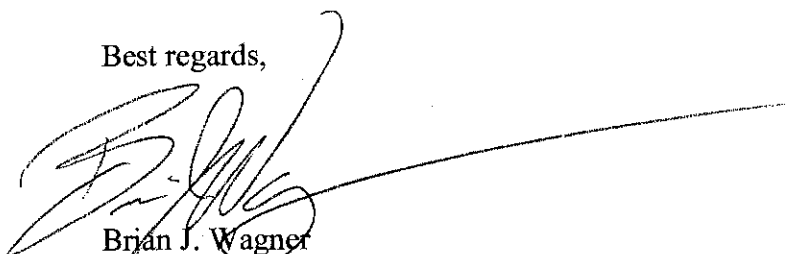
- **Trips on Time / 24 Hr. Clock (7-12)**

NAPS recommends that the calculation for *Trips on Time / 24 Hr. Clock (7-12)* not include Highway Contract Route (HCR) generated failures (i.e. PS 5500).

NAPS reviewed the USPS August and July FY2017 Median results of the Corporate and Unit Indicators, respectively. We considered the Lean Six Sigma concept utilized by the USPS, which promotes incremental continuous improvement before making our FY2018 NPA recommendations. The respective NPA Scorecards will require weighted percentage adjustments if the USPS accepts NAPS’ recommendations to eliminate the respective Corporate and Unit Indicators listed above.

NAPS requests the U.S. Postal Service adopt our respective recommendations listed above.

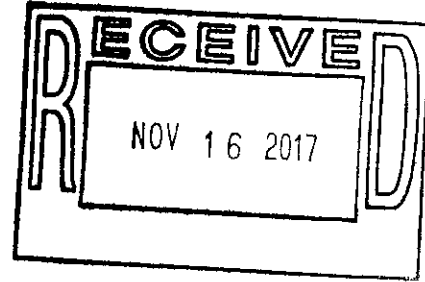
Best regards,



Brian J. Wagner
National President



November 13, 2017



Mr. Brian J. Wagner
President
National Association of Postal supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

As a matter of general interest, the Postal Service plans to implement new functionality in the Parcel Delivery Territory Assignment Tool (PDTAT) that will enhance Dynamic Routing of packages during heavy volume periods.

Package Overflow Routing will allow delivery supervisors to use the number of projected or base packages for each route to create package overflow assignments. This tool provides maps of zones that highlight routes with high package density.

Package Overflow route information will be used by the Passive Adaptive Scanning System (PASS) and the Delivery Schemeless Sortation (DSS) equipment for sortation and Dynamic Routing purposes.

A national release of this functionality is scheduled for mid-November.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs



November 21, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in further reference to our August 7 notice concerning the research and development phase of the Next Generation Delivery Vehicles (NGDV) acquisition process.

A decision has been made to suspend NGDV testing so that manufacturers can complete vehicle repairs and upgrades.

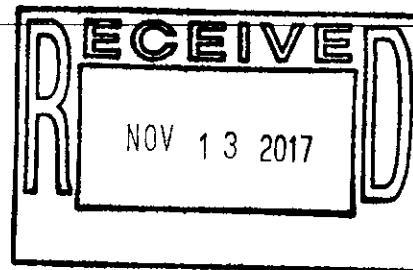
We will advise you when we plan to renew testing.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to be "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs



November 6, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753.

Dear Brian:

This is in further reference to our August 23 correspondence concerning revising the Annual Leave Exchange Period to coincide with Open Season and the related change to Employee and Labor Relations Manual (ELM) Section 512.63, *Annual Leave Exchange*.

Based on feedback from our employee organizations, we have modified the revision to ELM, Section 512.63, as follows: (new language bolded and underlined):

512.63 Annual Leave Exchange
512.631 General

The annual leave exchange program provides eligible employees with the opportunity to receive cash in exchange for leave that they will earn during the next leave year. Accumulated leave and leave accrued during the current leave year cannot be exchanged under this program. The terms and conditions for exchanging leave vary for bargaining unit and nonbargaining unit employees and are explained in the instructions mailed to eligible employees before the **Open Season, a period of no less than 28 consecutive days in November and December of each year.**

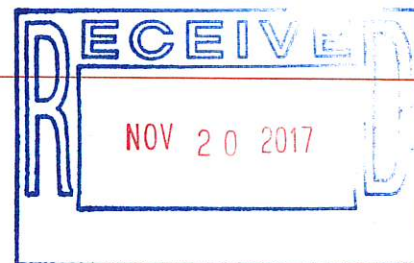
512.634 Processing Annual Leave Exchange Options

Eligible employees are notified of the election before the **Open Season**. The exchange is effective the first full pay period of the new leave year.

Please contact Bruce Nicholson at 7773 if you have questions concerning this matter.

Sincerely,

 Alan S. Moore
Manager
Labor Relations Policies and Programs



November 16, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisor
1727 King Street, Suite 400
Alexandria, Virginia 22314-2753

Certified Mail Tracking Number:
70161370000230142313

Dear Brian:

As a matter of general interest, the Postal Service plans to conduct a pilot for dock scanning of load, unload, and container consolidate scans by Highway Contract Route (HCR) drivers using the Surface Visibility (SV) mobile device.

The purpose of the pilot is to evaluate the effectiveness of HCR drivers conducting a limited number of scans in order to support surface visibility for Postal Service customers. The pilot is scheduled to take place at the Denver, Colorado Processing & Distribution Center (P&DC) beginning the week of November 27.

Enclosed is the following information:

- A copy of the Dock Scanning Application Service Talk
- A copy of the Standard Operating Procedure for the dock scanning application for HCR drivers
- A copy of Surface Visibility: Dock Scanning Application with instructions about the three scan types

If you have any questions, please contact James Lloyd at extension 3946.

Sincerely,

A handwritten signature in blue ink, appearing to read "Rickey R. Dean".

sw Rickey R. Dean
Manager
Contract Administration (APWU)

Enclosures

SURFACE VISIBILITY

November, 2017

Dock Scanning Application Service Talk

Starting November 27th, HCR Drivers will be able to launch a new application from the SV mobile device in order to support dock operations by performing Load, Unload and Container Consolidate scans. This new application is a scaled down version of the SVmobile application called the Dock Scanning application and will be deployed to all SVmobile devices at Denver P&DC. Note that this application was created for HCR drivers as they do not currently have SV access.

Users with Postal Badges and SV users should not be using this application. HQ will be monitoring the usage of the new application on a daily basis.

The new Dock Scanning application will have the following unique features:

- **No login required.** Upon selecting the application, users will be directed to the application's home screen without the need for login. A default user ID will be assigned to all Load/Unload scans performed in the Dock Scanning application.
- **Load, Unload, and Container Consolidate scans only.** The application will only have Load, Unload, and Container Consolidate scan modes available.

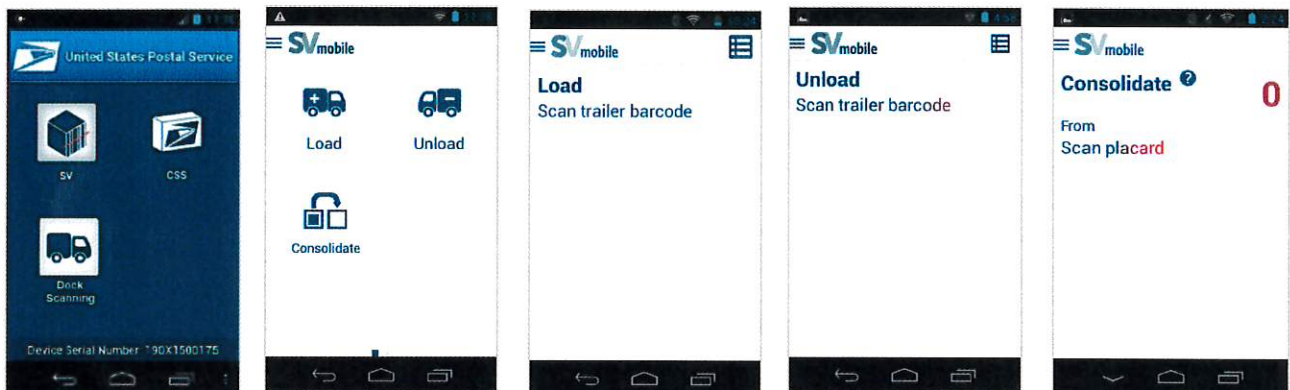
Dock Scanning Application | November 2017

USPS has identified the need for HCR drivers to support dock operations by performing Load and Unload scans with the SV mobile device. As HCR drivers do not currently have SV access, a new, scaled down version of the SV application has been created to support this initiative. HCR Drivers will be able to launch a new application from the SV mobile device in order to perform Load, Unload and Container Consolidate scans only; no other scan modes can be accessed.

Users with Postal Badges and SV users should not use this application.

- **No login required.** Upon selecting the application, users will be directed to the application's home screen without the need for login. A default user ID will be assigned to all Load/Unload scans performed in the Dock Scanning application.
- **Load, Unload, and Container Consolidate scans only.** The application will only have Load, Unload, and Container Consolidate scan modes available.

Application Preview:



SVmobile Home:
Double click on the Dock Scanning icon to open the application.

Dock Scanning Home:
The home screen will appear without the need of user login.

Load:
Perform when loading containers and handling units to the trailer.

Unload:
Perform when unloading containers and handling units from the trailer.

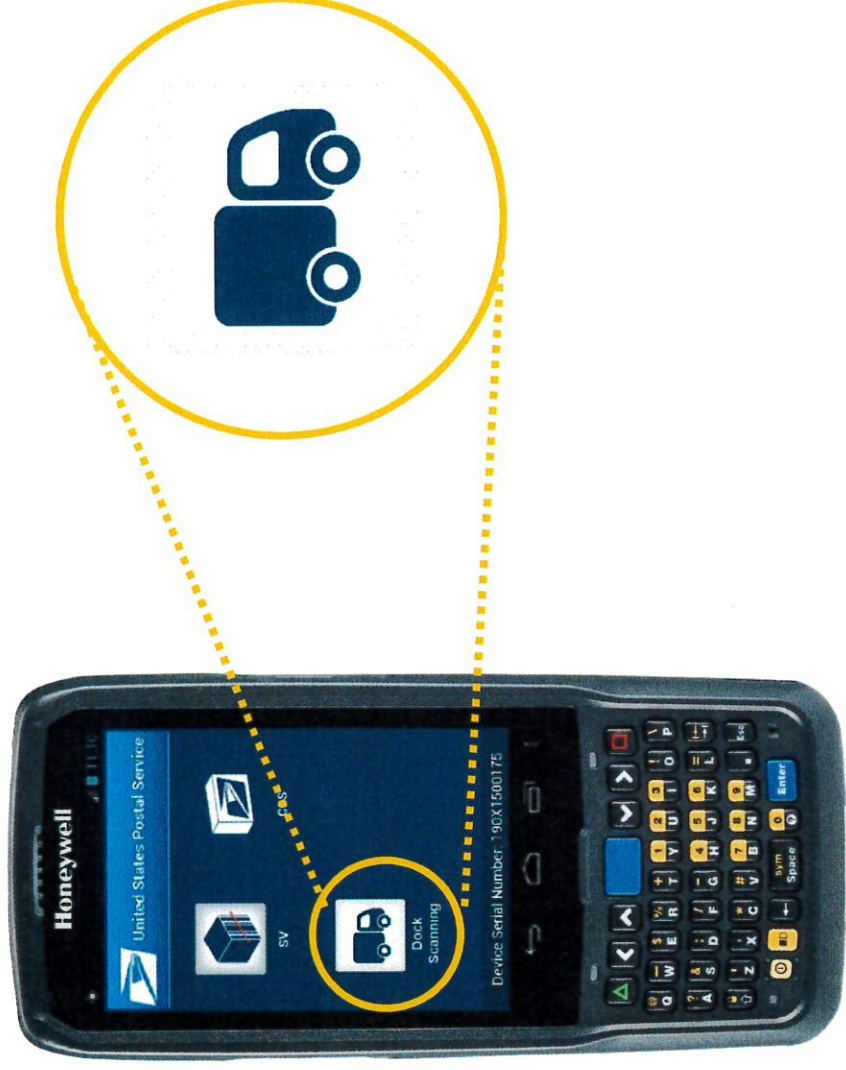
Consolidate: Perform to combine contents of two containers into one.

Note: In addition to Load, Unload, and Consolidate, the application will provide access to the *Settings* menu under the Navigation menu where the following is available:

- **Device Pairing:** pair devices to Long Range Scanners
- **Change Site:** switch sites if the site is SV co-located site
- **Device Information:** device version number
- **Scan Log:** view scan log to verify scan transmission

SURFACE VISIBILITY: Dock Scanning Application

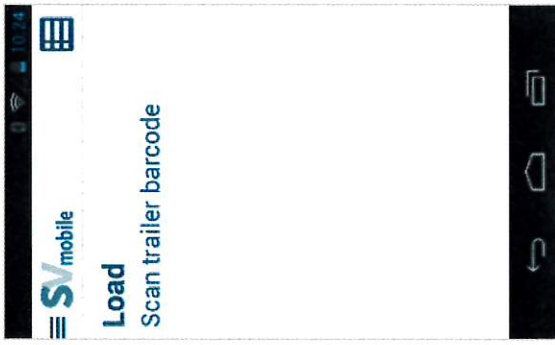
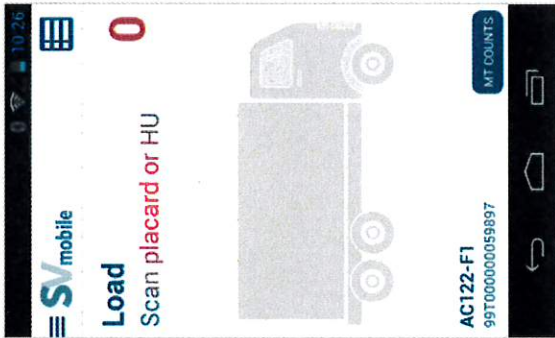
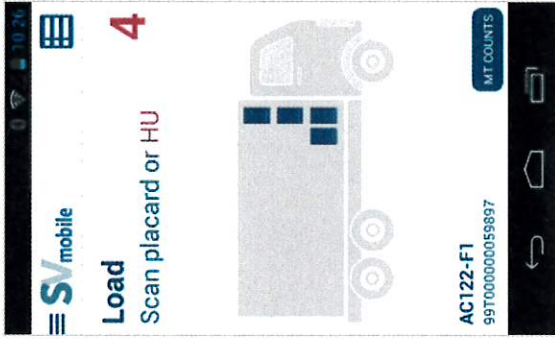
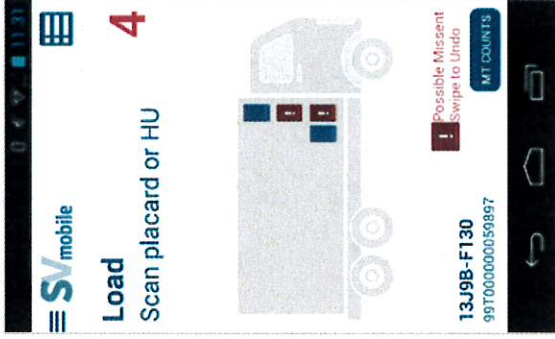
SVmobile Dock Scanning application is a new, scaled down version of the SVmobile application for HCR drivers to support dock operations by performing Load and Unload scans with the SV mobile device.



Your scans will make the Postal Service the shipper of choice!

SURFACE VISIBILITY: Dock Scanning Application

LOAD: Perform when loading containers and handling units to the trailer.

<p>1</p>	 <p>SV mobile Load Scan trailer barcode</p>
<p>2</p>	 <p>SV mobile Load Scan placard or HU 0</p>
<p>3</p>	 <p>SV mobile Load Scan placard or HU 4</p>
<p>4</p>	 <p>SV mobile Load Scan placard or HU 4</p> <p>Possible Missent Swipe to Undo MT COUNTS</p>

Scan Trailer

Continue scanning if loading onto the same trailer

If you see a missent container, check. If mis-loaded, swipe it off the truck. If not, do not swipe.

SURFACE VISIBILITY: Dock Scanning Application

UNLOAD: Perform when unloading containers and handling units from the trailer.

1



Scan Trailer

2



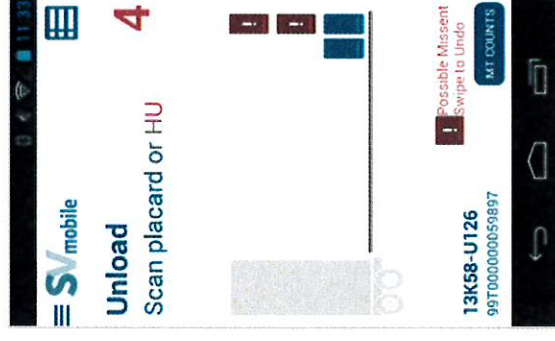
Scan Placard, IMtl, PMOD, or D&R tag

3



Continue scanning if unloading from the same trailer

4

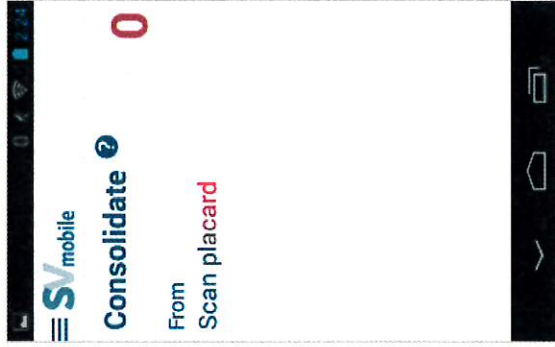


If you see a missent container, check. If mis-unloaded, swipe it back onto the truck. If not, do not swipe.

SURFACE VISIBILITY: Dock Scanning Application

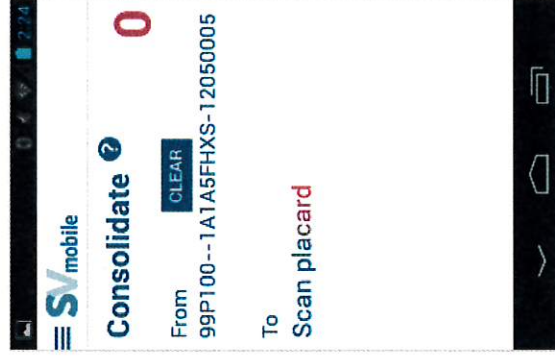
CONSOLIDATE: Perform to combine contents of two containers into one.

1



Scan placard of the container being emptied

2



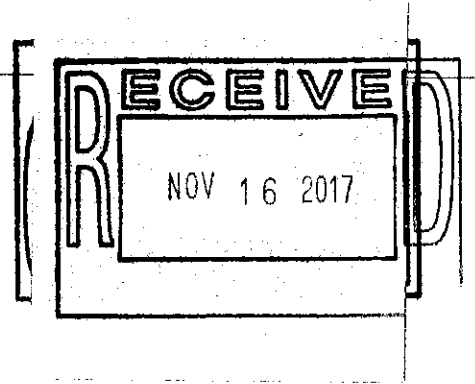
Scan placard of the container being filled

3



The placard of the emptied container will be automatically terminated

LABOR RELATIONS



November 13, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian

As a matter of general interest, the Postal Service is pilot testing a partnership with GreenPath Financial Wellness to offer financial advisory services to employees in select locations.

Headquarters employees and employees in the Northland, Appalachian, Connecticut Valley, and Capital Districts will be eligible to utilize services offered by GreenPath during the pilot, which is scheduled to conclude in November 2018.

We have enclosed copies of promotional materials related to this matter.

Please contact Bruce Nicholson at 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs

Enclosures



Expert Financial Guidance

- Have credit card debt?
- Want to save more for retirement?
- Need tips for managing daily expenses?
- Want to improve your credit score?

Find your path to
Financial Wellness

888-776-6652
www.greenpath.org

Service Hours (ET)
8am – 10pm M-Th
8am – 7pm Fri
9am – 6pm Sat

A Guide to GreenPath

888-776-6652 greenpath.org

Empowering people to lead financially healthy lives.



Expert Financial Guidance

- Have credit card debt?
- Want to save more for retirement?
- Need tips for managing daily expenses?
- Want to improve your credit score?

Service Hours (ET)

8am - 10pm M-Th

8am - 7pm Fri

9am - 6pm Sat

Your path to a healthy financial future begins here.

GreenPath's financial experts will empower you to eliminate financial stress, get out of debt, increase savings, and achieve your financial goals.

We will take time to understand your financial situation. We'll develop a personalized plan that works for you. And we will be here to support you every step of the way.



Budget Review

Create a comprehensive budget and receive money management advice, including ideas for setting goals, managing daily expenses, and saving money.



Debt Management Plan (DMP)

A structured repayment plan may be an option for those struggling with credit card debt. A DMP may stop collection calls, lower interest rates, lower monthly payments, and waive late and over-the-limit fees.



Housing Counseling

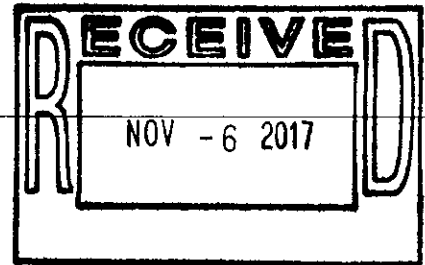
GreenPath is approved by HUD to assist consumers with pre-purchase home buyer preparation, reverse mortgage counseling, and foreclosure prevention.



Credit Report Review

A credit report review helps you evaluate your credit report, learn how to dispute inaccurate information, and understand credit scoring.





November 2, 2017

Mr. Brian Wagner
President
National Association of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in response to questions raised in your October 26 correspondence regarding the proposed position, Attendance Control Officer NTE (EAS-19). This position was proposed in our October 25 correspondence within the parameters of Title 39 U.S. Code § 1004 (d).

1. Will the position be exempt?
Response: Yes
2. Will the initial posting be limited to nonbargaining (EAS) employees?
Response: Yes
3. Will bargaining unit employees be allowed to apply for the position?
Response: No
4. If awarded the position will the employee be required to relinquish their former postal position?
Response: By accepting the Attendance Control Officer NTE (EAS-19) position, the ACO position will be the successful applicant's Form 50 position. The employee will be provided a written offer, with instructions on placement and be required to sign an agreement.
5. Is the selected employee required to stay in the NTE position during the entire 12 months before returning to their original Form 50 position?
Response: While there is no requirement that the successful applicant remain in this position for the entire 12 months, it is expected that they do so. If selected for a new position, then Handbook EL-312 744.1 would apply when coordinating an effective date for the new assignment.
6. Can the selected employee apply for the other non-NTE EAS positions during the 12 month period?

Response: Yes, during the 12 month period the employee may apply for other vacant positions, including requesting a lateral reassignment or downgrade based on the EAS-19 grade.

7. After the 12 month NTE timeframe has expired:

a) Will the USPS review the need to make the position permanent?

Response: At or near the end of the 12 month period, the Postal Service may review this initiative and may make a determination on whether to make this a permanent position. If the decision is to make the job permanent, the Postal Service will propose this permanent position to NAPS through the consultation process.

i. If no, will it be reposted for another NTE 12 month period?

Response: If the determination is made not to make this position permanent, it may be reported for another NTE 12 month period.

ii. Will the incumbent be allowed to apply for the position?

Response: If the job is posted for another NTE 12 month period, the incumbent may apply.

Please provide your recommendations as soon as possible to our October 25 proposal.

Sincerely,



Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

[EMPLOYEE NAME]

SUBJECT: Attendance Control Coordinator Agreement

This agreement confirms your appointment to the position of Attendance Control Coordinator, level EAS-19. This appointment is not a permanent appointment. It is a time-limited, not-to-exceed (NTE) career EAS appointment with applicable salary and benefits. That means the appointment will begin and end on predetermined dates. Your particular appointment will begin on [date], 2017, and end on [date], 2018.

This limited, one-year term is a basic condition of the appointment. When the appointment ends, you will be offered a comparable EAS position. A "comparable position" is one that is vacant and authorized and that you are minimally qualified to perform. The position may be outside your local commuting area and may be at a lower grade. If the position is outside your local commuting area you [will or will not] be offered relocation benefits. If more than one comparable position is available, your preference will be considered, but management retains the discretion to offer you a different position.

If you do not accept the position you are offered, you will be separated at the end of your NTE appointment. That separation will be administrative, not disciplinary, in nature. It will not be an "adverse action" under Employee and Labor Relations Manual (ELM) subpart 650 or title 5, subchapter 75 of the United States Code. Nor will it be a reduction in force (RIF) under the Office of Personnel Management's RIF regulations, 5 C.F.R. part 351.

During your appointment, you may apply for other positions in the Postal Service. If you are selected for and placed into another position before your NTE appointment ends, the appointment will end on the date you are placed into your new position.

This agreement does not guarantee any future employment. During your appointment, you may still be separated. If you are separated during the appointment because of misconduct, poor performance, or a RIF, your future employment with the Postal Service, if any, will be determined under the procedures in subchapters 354 or 650 of the ELM, as well as any applicable federal laws and regulations.

If you are a current postal employee, your appointment to this position may affect your right to appeal an adverse action to the Merit Systems Protection Board (MSPB). The Attendance Control Coordinator position is not a managerial, supervisory, or confidential-personnel position. So once you are appointed to the position, you will not have MSPB appeal rights unless you are eligible for veterans' preference, and unless and until you have completed one year of current continuous service in the same or a similar position.

[Manager's signature]

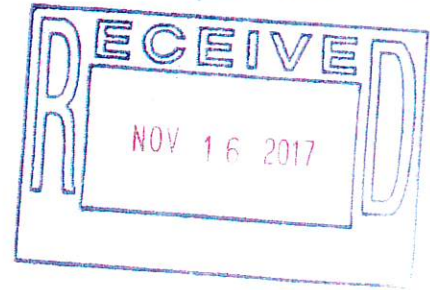
[Manager's title]

AGREEMENT

I have read and understood this agreement. Having done so, I now accept the agreement.

SIGNATURE: _____

DATE: _____



November 13, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian

As a matter of general interest, the Postal Service is revising Handbook AS-353, *Guide to Privacy, the Freedom of Information Act, and Records Management*, Chapter 3, *Privacy Procedures*, Chapter 4, *Freedom of Information Act Procedures*, and Chapter 5, *Requests for Special Categories of Records*, and 39 CFR § 266, *Privacy of Information*.

As part of the subject revisions, the instructions for making a Freedom of Information Act request will be moved from Handbook AS-353, Chapter 3, *Privacy Procedures*, to an addendum that will be part of the handbook.

The revisions to both 39 CFR § 266 and Handbook AS-353 also modify the identity verification methods used for individuals who are requesting a record containing personal information and provide more detailed instructions for employees who are responsible for maintaining Postal Service records.

We have enclosed:

- Final draft copies of Handbook AS-353, Chapters 3, 4 and 5, and the *Addendum: Guide for Requesters*
- Two copies of 39 CFR § 266, one with and one without changes identified

Please contact Bruce Nicholson at 7773 if you have questions concerning this matter.

Sincerely,

Alan S. Moore
Manager
Labor Relations Policies and Programs

Enclosures

NAPS NOTE:

This is a large document, NAPS recommends you visit U.S. Postal Service website and search Handbook AS-353 if you wish to review.



November 22, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Faxed

Dear Brian:

As a matter of general interest, Delivery Operations personnel will make a site visit to the Eskridge Carrier Annex in Falls Church, Virginia on November 28.

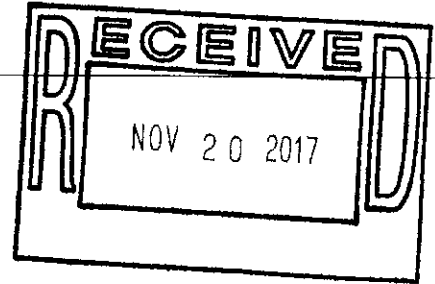
The visit will include discussing possible changes to menu options on the Mobile Delivery Device (MDD) with several city letter carriers. This information will be used to assist in the developed future MDD menu options.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs



November 15, 2017

Mr. Brian J. Wagner
President
National Association of Postal Supervisor
1727 King Street, Suite 400
Alexandria, Virginia 22314-2753

Certified Mail Tracking Number:
70161370000230142269

Dear Brian:

As a matter of general interest, the Postal Service has identified two Clerk Craft job titles that have been improperly created; Distribution Clerk (P7-07) Occupation Code 2315-0052 and General Clerk (P7-07) Occupation Code 2340-0023. The specific origin of these duty assignments is unknown; however, it is believed that many of these current assignments were created either to provide work for employees returning to work following an injury or as a result of a grievance settlement.

There are currently fifteen encumbered Distribution Clerk duty assignments and sixteen encumbered General Clerk duty assignments. Enclosed are two lists, one identifying the encumbered Distribution Clerk positions and one with the encumbered General Clerk positions.

These encumbered duty assignments are currently under review by local management to evaluate if the work being performed by the person holding the assignment matches the standard position description. If it is determined that the work being performed does not align with the position description, it is anticipated that the duty assignment will be abolished and, as appropriate, the correct duty assignment will be posted for bid. Any encumbered assignments that remain will be reviewed for reversion consideration by local management as they are vacated. Any actions taken by local management to abolish or revert duty assignments will be done in accordance with the applicable provisions of the collective bargaining agreement.

The Postal Service intends to obsolete these job titles and occupation codes after there are no longer any encumbered duty assignments.

If you have any questions, please contact Shannon Richardson at extension 5842.

Sincerely,

Rickey R. Dean
Manager
Contract Administration (APWU)

Enclosures

AREA NAME	CLUSTER NAME	OFFICE	FINANCE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	LEVEL	OCC CODE	DAI	FUNC	LDG
CAPITAL METRO	BALTIMORE PFC	BALTIMORE MD P&DC	230379	BUTLER	MARY	S	1494372	95112471	DISTRIBUTION CLERK	7	23150052	110	67	67
CAPITAL METRO	BALTIMORE PFC	BALTIMORE MD P&DC	230379	BLAND	FRANCES		1455832	95293948	DISTRIBUTION CLERK	7	23150052	110	1	14
CAPITAL METRO	CAPITAL PFC	SUBURBAN MD P&DC	238751	HILLYER	BEVERLY	A	1042529	70314381	DISTRIBUTION CLERK	7	23150052	110	67	67
CAPITAL METRO	CAPITAL PFC	SUBURBAN MD P&DC	238751	SMOYER	BETH	A	1514500	95102129	DISTRIBUTION CLERK	7	23150052	110	67	67
CAPITAL METRO	GREATER SOUTH CAROLI	GREENVILLE SC P&DC	453621	ANDERSON	GLORIA	A	1455632	95336849	DISTRIBUTION CLERK	7	23150052	110	1	17
CAPITAL METRO	GREENSBORO PFC	WAKE FOREST PO	368224	OAKMAN	DOROTHY	L	4158524	71793848	DISTRIBUTION CLERK	7	23150052	110	4	43
CAPITAL METRO	GREENSBORO PFC	WAKE FOREST PO	368224	HARPER	JESSICA		4607569	71793847	DISTRIBUTION CLERK	7	23150052	215	4	43
CAPITAL METRO	CAPITAL PFC	WASHINGTON DC PO	105000	THOMAS	LEOLA	E	1078496	95120603	DISTRIBUTION CLERK	7	23150052	110	67	67
CAPITAL METRO	CAPITAL PFC	SO MARYLAND MD P&DC	237481	STOVALL	FRANCINE	D	1168347	95217471	DISTRIBUTION CLERK	7	23150052	110	67	67
EASTERN	OHIO VALLEY PFC	CINCINNATI OH P&DC	381605	OWENS	JULIE	A	1042938	70339635	DISTRIBUTION CLERK	7	23150052	110	3A	31
EASTERN	SOUTH JERSEY PFC	WLM-MARSHALLTON BR	96823	ROTAN	ELAINE	L	1304568	71332326	DISTRIBUTION CLERK	7	23150052	110	4	48
EASTERN	TENNESSEE PFC	CLEVELAND PO	471704	WHITE	KENNETH	L	2225539	70631202	DISTRIBUTION CLERK	7	23150052	110	4	43
EASTERN	TENNESSEE PFC	SIGNAL MOUNTAIN PO	477896	KUPUKAA	SHARON	K	4170870	71629269	DISTRIBUTION CLERK	7	23150052	110	4	48
GREAT LAKES	GREATER MICHIGAN PFC	TAWAS CITY PO	259160	LONG	CHERYL	L	2651312	71377983	DISTRIBUTION CLERK	7	23150052	410	4	48
SOUTHERN	ALABAMA PFC	BIRMINGHAM PO	10780	GADILHE	KEM	Y	2087352	70675237	DISTRIBUTION CLERK	7	23150052	110	4	44

AREA NAME	CLUSTER NAME	OFFICE	FINANCE	LAST	FIRST	M	EMP ID	JOB ID	JOB TITLE	LEVEL	OCG CODE	DA	FUNC	LDC
CAPITAL METRO	GREENSBORO PFC	DURHAM PO	362192	SIMS-SHARPE	GLORIA	R	1062412	70967746	GENERAL CLERK	7	23400023	110	8	82
CAPITAL METRO	GREENSBORO PFC	WINSTON-SALEM PO	368712	HARRISON	CLINT	C	4228863	71765415	GENERAL CLERK	7	23400023	110	8	82
EASTERN	KENTUCKIANA PFC	EVANSVILLE IN P&DC	172653	HINES	AMANDA	L	1105902	71752996	GENERAL CLERK	7	23400023	110	0	8
GREAT LAKES	DETROIT PFC	MICHIGAN METROPLEX MI	258231	WALKER	KENA	D	2622089	71458257	GENERAL CLERK	7	23400023	110	1	18
GREAT LAKES	DETROIT PFC	MICHIGAN METROPLEX MI	258231	WILSON	GWENDOLYN	R	2915915	71458258	GENERAL CLERK	7	23400023	110	1	18
GREAT LAKES	DETROIT PFC	MICHIGAN METROPLEX MI	258231	EALY	ROBIN	R	2592981	71534436	GENERAL CLERK	7	23400023	110	1	18
GREAT LAKES	DETROIT PFC	MICHIGAN METROPLEX MI	258231	THOMAS	GARY	T	2590291	70528362	GENERAL CLERK	7	23400023	110	1	18
GREAT LAKES	DETROIT PFC	MICHIGAN METROPLEX MI	258231	REUTHER	JAMES	B	2844822	71458256	GENERAL CLERK	7	23400023	110	1	18
GREAT LAKES	GREATER MICHIGAN PFC	IMT-KINGSFORD (MI) MP	254721	DIXON-MILLER	CYNTHIA	A	2693385	71794750	GENERAL CLERK	7	23400023	110	1	14
WESTERN	ALASKA PFC	ALASKA CS DISTRICT	20315	SUNIGA	BARBARA	A	3194305	71143846	GENERAL CLERK	7	23400023	110	0	8
WESTERN	ARIZONA PFC	PHOENIX AZ P&DC	36365	CHACON	JOSE	E	2885116	71387688	GENERAL CLERK	7	23400023	110	1	14
WESTERN	ARIZONA PFC	PHOENIX AZ P&DC	36365	BROWN	GREGG	S	3437799	71460638	GENERAL CLERK	7	23400023	110	1	14
WESTERN	ARIZONA PFC	TUCSON AZ P&DC	38881	CANDY JR	VICTOR	S	2941730	71583450	GENERAL CLERK	7	23400023	110	1	18
WESTERN	ARIZONA PFC	PHOENIX AZ P&DC	36365	FUNCANNON	JAMES	R	3661332	71460639	GENERAL CLERK	7	23400023	110	3A	34
WESTERN	HAWKEYE PFC	QUAD CITIES IL P&DC	166788	STAGG	SHERYL	L	2596706	71098450	GENERAL CLERK	7	23400023	110	1	18
WESTERN	PORTLAND PFC	MT HOOD OR P&DC	406780	PHILLIPSON	DELORES	W	3040935	71317823	GENERAL CLERK	7	23400023	110	1	18