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NAPS Newsbreak

Postal Service Rejects Most Recommendations of Independent Panel To Improve Pay for Postal Managers and Supervisors

On May 15, 2019, the Postal Service issued its final decision concerning the pay package for supervisory and managerial employees covered by the Executive-Administrative Schedule (EAS) for the period fiscal 2016 through fiscal 2019. Approximately 45,000 managers, supervisors and postmasters are covered by the Executive-Administrative Schedule.

The Postal Service's decision on the final terms of the EAS pay package rejected many of the findings and recommendations of a factfinding panel's unanimous report to the Postal Service on EAS pay, dated April 30, 2019. The factfinding panel had recommended substantial changes to the Postal Service's compensation for EAS employees. It also found the Postal Service's Pay for Performance system broken and counterproductive.

The Postal Service agreed to participate in a joint work group with NAPS to further examine EAS Field salaries and grades, but without time limits or the assistance of a mediator and a mutually selected compensation expert, as recommended by the factfinding panel.

NAPS and its Executive Board are reviewing the details of the Postal Service's pay decision and appropriate action to assure Postal Service compliance with the law and pay fairness for all EAS employees.

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