

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



June 29, 2012

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

Dear Mr. Atkins:

This memo will confirm our understanding regarding the application or suspension of Pay for Performance (PFP) program ratings for fiscal year (FY) 2013. As discussed, if the Federal Government freezes wages for federal employees in FY2013, we will suspend PFP. Conversely, if the Federal Government provides a salary increase to federal employees in FY2013, we will apply PFP program ratings to salary determinations.

Also, enclosed please find the two charts related to salary structure/ranges and the PFP matrix for this consultative period.

A handwritten signature in black ink, appearing to read "D. Tulino".

Doug A. Tulino

Enclosures

**Changes to EAS Salary Structure**

EAS Grades	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015	
	Eff Jan 14, 2012		Eff Jan 12, 2013		Eff Jan 11, 2014		Eff Jan 10, 2015		Eff Jan 9, 2016	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
EAS 1-26	0.0%	0.0%	1.0%	1.0%	1.5%	1.5%	2.0%	2.0%	2.0%	2.0%

**PFP Matrix Starting FY2012**

Non Contributor	Contributor		High Contributor	Exceptional Contributor
(3) 0.0%	(6) 3.00%	(9) 5.00%	(12) 7.00%	(15) 9.00%
(2) 0.0%	(5) 2.50%	(8) 4.50%	(11) 6.50%	(14) 8.50%
(1) 0.0%	(4) 2.00%	(7) 4.00%	(10) 6.00%	(13) 8.00%

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