
Organization Changes

Reduction-in-Force (RIF) Frequently Asked Questions

(July 10, 2003)

1. When are RIFs necessary?

RIF procedures are required when there is an organization or staffing change AND at least one employee will be demoted or separated.

2. What is RIF avoidance and how does it differ from a RIF?

RIF Avoidance and RIF are components of the organization change process (i.e., reorganizations, restructuring, and downsizing). RIF Avoidance is a period of time that begins after the change is approved and the manager meets/ notifies the employees of the change. During the RIF avoidance period, management helps employees identify vacant authorized positions for which the affected employees can apply. The RIF avoidance period ends when all employees find placement opportunities or with the issuance of the Specific RIF Notice, whichever comes first.

3. What happens if I have salary protection from a previous organization/staffing change?

If you are not a preference eligible and are reassigned to a lower level as a result of a RIF situation in your function, you will retain your current salary level for only two years. (See ELM 415.2 and 415.31).

4. Does a RIF include all career employees?

No, RIFs are limited to competitive areas where the organization/staffing change meets the criteria for invoking RIF procedures. The most current listing of competitive areas is found in the Postal Bulletin which is referenced on this website. This information is also posted on http://blue.usps.gov/hrisp/ser/documents/rifcomp_areas.pdf.

5. What is a competitive area?

Competitive areas are organizational units under separate management authority within which preference eligible employees compete during a RIF.

6. How will I know if my competitive area will conduct a RIF?

After the proposed organization/staffing change is approved, your manager will provide you with the details of the change. This information will include:

- identifying the elimination of work,
- identifying the positions that are likely to be affected,
- providing the new organization and staffing information,

- indicating whether RIF procedures are necessary, and
- identifying important milestones and dates.

7. If I get separated in a RIF, can I get called back?

Employees separated by RIF procedures can request to be placed on the Reinstatement List for 2 years. The Reinstatement List is valid for vacancies for which they are qualified at or below the grade level at the time of separation within 50 miles of the competitive area from which they were separated.

8. Will early retirement be available for all or some employees in competitive areas conducting a RIF?

The Office of Personnel Management (OPM) approves use of Voluntary Early Retirement (VER) Authority in accordance with individual and specific requests in order to assist agencies with downsizing and reorganization. The approval designates those employees who occupy impacted positions, or non-impacted positions that can potentially serve as placement opportunities for impacted employees. For more information on VER go to <http://blue.usps.gov/hrisp/vera/retireearly.htm>.

9. Will there be any type of incentives offered?

There are no plans to offer any incentives to employees to take early retirement.

10. I am a nonbargaining unit employee at the top of my grade. If I voluntarily request a reassignment to a lower level position in RIF avoidance, and I get 2 years of salary protection, am I still eligible to receive a lump sum merit payment?

Assuming your salary at the end of the fiscal year is above the maximum salary range for your position, you would be eligible to receive a lump sum merit during the 2 years of salary protection.

11. If an impacted employee voluntarily or involuntarily is placed into a Postmaster position, does the 1-year lock-in for Postmaster appointments apply? Or can the impacted employee apply for other positions that may subsequently become vacant?

The 1-year lock-in for Postmaster appointments still applies. Area Vice Presidents can make exceptions to the 1 year lock-in period in hardship cases, or when a compelling business need exists.

12. What relocation benefits are available during RIF avoidance? If employee requests downgrade to a position outside commuting distance, does he/she get applicable relocation benefits?

Paid relocation benefits are based on whether or not the employee is considered under the competitive or noncompetitive process.

Example 1 - Employee volunteers for equal or lower grade and is selected and considered under the competitive process (along with the competitive applications), all relocation benefits as outlined in the F-15 Travel/Relocation handbook are paid by the Postal Service.

Example 2 - Employee volunteers for equal or lower grade and is considered under the noncompetitive process (no competitive applications considered), relocation benefits may be paid based on management's discretion.

For more information on relocation benefits refer to Publication 164, Q & A's

Compensation, Relocation Benefits, and Reinstatement included on the Organization Change web page.

13. Where can I find more detailed information about RIF procedures?

Please visit http://blue.usps.gov/hrisp/ser/org_change.htm and (<http://www.usps.com/cpim/ftp/manuals/elm/elmc4/elm410.pdf>)

14. I understand a postal spouse of a RIF-impacted employee will be given consideration under the "normal" transfer process. Will this include consideration for jobs that have been frozen for RIF-impacted employees? (Example: non-impacted spouse is EAS-20 Postmaster. Will she be considered for frozen jobs level 18+?)

The trailing spouse will be considered for jobs after it has been determined that the job cannot be filled by a RIF-impacted employee. They will not receive priority consideration over the RIF-impacted employee.

15. Once a postal employee has a RIF letter, are they eligible to apply for job opportunities in other federal agencies under ICTAP (Interagency Career Transition Assistance Plan)? The job announcements sometimes contain the following statement:

"Interagency Career Transition Assistance Plan (ICTAP) eligibles: Current or former employees displaced from other agencies. Individuals seeking ICTAP eligibility must submit a copy of their Reduction in Force (RIF) separation notice (Notification Letter or SF50) and a copy of their most recent performance rating."

Postal Service employees are excluded from using the ICTAP program. This is explained in a booklet on the OPM web site at www.opm.gov/ctap/html/egct.htm. The name of the booklet is "The Employees Guide to Career Transition". See page 13, question 31.

However, Corporate Personnel strongly recommends submitting a cover memo to any application submitted for the federal government stating that you have been verbally informed that your job has been eliminated and providing the RIF effective date.

16. At 53 & 23 years of service I would be eligible for VERA. However if I choose to take my chances by not taking VERA, and then the RIF period ends without me getting a job, would I be able to immediately begin drawing my reduced (for age & service years) annuity? Or would it be deferred until I reach some age criteria?

A: Based on your years of service 23, and your age 53, if you elect not to take the VER, and you are not placed in a job prior to the RIF effective date, you would be eligible for an immediate annuity under the discontinued service retirement process. You are not required to wait until age 62.

17. I work for an impacted unit and have a VERA question. I meet the age requirement and have 27 years of service, is there a 2% penalty for every year of service under 30 years.

No. The 2% penalty that you've referenced is applied to reduce a person's early retirement annuity by 2% for each year that he or she is under the age of 55 at the time of his or her retirement. A person eligible for retirement under the Voluntary Early Retirement Authority and who retires at age 53, for example, would have his or her retirement annuity reduced by 4%, regardless of his or her years of service. The retirement annuity will be computed based upon 27 years of service minus the

percentage reduction for being under the age of 55.

18. It is my understanding that "Veterans Preference" does not apply to RIF-impacted job opportunities that are currently being posted. Is this correct?

That is correct. Preference is given to veterans during a RIF, but there is no preference when applying for vacancies in non-RIF or RIF-avoidance circumstances.

19. If a nonbargaining unit employee voluntarily accepts a lower level position with the 2 year salary protection, will their salary go to the lower level if they are not at the maximum of that lower level position? How is the salary calculated after 2 years?

ELM 415.15 Protected Salary states:

An employee assigned to a lower grade position whose salary does not fall within the salary range of the lower grade position has this salary retained for a period to exceed 2 years (104 weeks) as a protected salary. During this 2-year period, the employee may receive merit lump sums based on his or her protected salary and the policies applicable to employees at or above the maximum. If the protected salary exceeds the maximum salary for the lower grade at the end of the 2-year period, the protected salary is terminated, and the salary is automatically reduced to the maximum salary of the lower grade position. An employee assigned to a lower grade position whose current salary falls within the salary range of the lower grade position has this salary continued, and no salary retention is applicable. Future salary increases, and merit lump sums are determined in accordance with the policies applicable to the lower grade position.

20. Is it necessary for to complete the KSA portion of the Form 991? The normal procedure for lateral or downgrade only requires submission of the first two pages and a narrative?

Normally, for laterals or downgrades, employees are only required to complete the first 2 pages of the PS Form 991. However, it may be to your advantage to respond to each KSA because you are competing with other RIF-impacted employees..

21. Do I have to complete a Form 991 and address the KSAs when applying for a position that has the same occupation code and title?

See above answer. Same occupation codes are the same as laterals. While the procedures for applying for a lateral reassignment require the submission of pages 1 and 2 of the PS Form 991, it may be to your advantage to respond to the KSAs of the position especially since you are competing with other impacted employees.

24. When the competitive area is closing, do preference eligibles receive indefinite saved grade and saved salary?

Preference eligible employees who request a voluntary reassignment to lower level during the RIF avoidance phase receive two years protected salary. See ELM 415.15

25. Are veterans offered any different benefits/placement if they are unable to find a job during the RIF period?

In competitive areas that are being eliminated, there will be no positions available for preference eligible employees or non-preference eligible employees. Positions within that competitive area will be abolished on the RIF effective date and any employees (preference eligibles and non-preference eligibles) who have not

successfully found another position within the Postal Service by that date will be separated.

26. Can management involuntarily direct preference eligibles to lower level positions?

There are four ways in which employees can be assigned to lower level positions:

By RIF procedures

Voluntary request by the employee

For cause

Reclassification of a position

27. When does the clock begin running for preference eligibles for the 30 day MSPB appeals? Does it begin with the RIF letter, the RIF Impact notice, or the RIF Avoidance notice?

The 30 calendar-day period for filing an appeal with the Merit Systems Protection Board commences on the effective day of the RIF. Information regarding the appeals process is provided with the Specific RIF Notice issued 60 days prior to the RIF effective date.

28. As a disabled veteran, will I retain my salary and grade indefinitely if I go to another agency?

No. It is up to you and the receiving agency to negotiate the salary at that agency. The salary retention policies are afforded by the Postal Service only while employed by the Postal Service. When employment with the Postal Service is severed for 1 workday or more, salary retention terminates.

28. Do preference eligibles receive indefinite saved grade and saved salary?

Preference eligible employees who are demoted as a result of a RIF receive two years saved grade and veterans preference retained salary under RIF. See ELM section 415.12 and 415.14 for more information. Preference eligible employees who request a voluntary reassignment to lower level during the RIF avoidance phase receive two years protected salary. See ELM 415.15.

29. Are veterans offered any different benefits/placement if they are unable to find a job during the RIF period?

Preference eligible employees receive preference during the initial phase of the RIF process for jobs within a competitive area that is undergoing an organizational change. However, in competitive areas that are being eliminated, all jobs are abolished and any employee (preference eligible and non-preference eligible) who has not successfully found another position within the Postal Service by the RIF effective date will be separated.

30. If I am RIFed, what happens to my outstanding TSP loan?

Employee remains with the USPS in a lower grade level. No change would occur with the amount of the TSP loan payments or the length of the loan unless the employee needs to reduce the payments. He or she could then request a one-time reamortization of their loan. However, the rules for minimum and maximum repayment periods still apply.

Employee transfers to another Federal agency. No change would occur with the

amount of the TSP loan payments or the length of the loan. The employee must inform his or her new personnel office of the TSP loan and ask the office to continue the TSP loan payments. If the new payroll office does not begin allotments promptly loan payments will be missed with possible significant adverse tax consequences to the employee.

Employee separates from the USPS. The terms of the TSP loan include a requirement that the employee repay the loan in full, including interest, when they leave Federal service. After the employee leaves the USPS, he or she will be sent a notice with instructions to repay the loan.

The TSP Booklet TSPBK04 – Loan Program dated January 2002, section VI, explains "Taxable Loan Distributions" in detail. The booklet is available from the TSP web site at <http://www.tsp.gov/forms/tspbk04.pdf>.

31. If a preference eligible does not apply for any position and a RIF occurs, will he/she have bump and retreat rights to a position within three grades given to a non-preference eligible?

The RIF regulations relative to the bump and retreat rights do not apply when a competitive area is being eliminated. All positions are abolished and any employee (preference eligible and non-preference eligible) who has not been successfully placed in a position elsewhere in the Postal Service will be separated on the RIF effective date.

32. Regarding job postings, are we limited to applying for new job that are laterals and are no more than three grades below?

During the RIF avoidance period, affected employees may voluntarily request consideration for vacant positions at the same grade level or lower level, for which they believe they meet the qualifications. Voluntary requests for downgrades are not limited to positions that are three grades below that of the RIF impacted employee. If you are found to be qualified and selected, you would be eligible to receive salary protection for two years.

33. Lets say someone elects \$5,000 health care FSA contribution in November with the intent of staying in the Postal Service. Come January they incur \$5,000 in medical expenses and receive reimbursement from FSA for the whole \$5,000. What would the financial consequences be if they are unable to get a job?

Your situation is covered in Q&A 37, on page 22 of the Publication 164, "Q & A's, Compensation Relocation Benefits, and Reinstatement" included on the Organization Changes web page.

34. I am a reservist. If I am activated for 30 days in one year, how will I be able to apply for current postings when on active duty? Upon my return, I know the Postal Service must place me in a position similar to the one I vacated. Like my colleagues, I want to be able to select the type of work and work location, if possible. Can you provide me with some information or refer me to a source where this info can be found?

Our policy for nonbargaining employees is that you can submit completed Forms 991 for specific position description to human resources reflecting the desired positions and locations. Human resources will activate the application where appropriate as soon as the desired position of location has a vacancy. Reservists who are RIF-impacted can access the web site for job opportunities from remote locations. Also, Frequently Asked Questions (FAQs) can be accessed on the Intranet (http://blue.usps.gov/hrisp/ser/documents/eserrs_faq.doc) that pertain to the Uniformed Services Employment and Reemployment Rights Act (USERRA).

35. How long will USPS employees have federal status after resigning from or being RIFed from federal employment? Does that mean that within that time period, we as former federal employees are eligible to apply to any agency that requests "status candidates"?

In accordance with section 1006 of title 39, United States Code, since July 1, 1971, Postal Service employees serve under excepted appointments. They do not acquire competitive status or noncompetitive reinstatement eligibility for competitive service jobs in other agencies. However, by law, an agency may give a noncompetitive appointment (transfer) to an employee of the Postal Career Service who meets all the following conditions:

- a. The employee's Postal Service appointment has not time limit; and
- b. Immediately before appointment in the competitive service, the employee served in the Postal Career Service for at least 30 months on a substantially full-time basis or for at least 520 hours if employed less than full-time; and
- c. the employee meets the qualification standard for the position; and
- d. The employee will be appointed to the competitive service with no break in service from Postal Service employment.

36. If a RIF-impacted employee signs up for FSA contributions and then transfers to another Federal Agency, will the withholdings continue and will they be able to continue filing claims?

The Flexible Spending Accounts (FSA) program is specific to the Postal Service. You cannot continue it at a Federal agency. See Publication 164, Question and Answer 37 for more information.

37. Using the formula for severance pay, I would be eligible for about 27 weeks of severance pay. This is based on my current 18+ years of service. If involuntarily separated, would these 27 weeks be included in my service time for CSRS annuity calculations when I get old enough to collect?

In addition to credit for specific allowable periods of civilian and/or military service, credit for retirement computation purposes is given only for periods of time between an employee's appointment and separation from the Postal Service. Since severance pay is an allowance for employees who are involuntarily separated not for cause from the Postal Service (in accordance with the provisions of ELM 435), the period of time covered for severance pay is NOT creditable for retirement purposes.

[Download Adobe Acrobat PDF Reader]

**For use on Friday July 11, 2003
Closing Competitive Area**

**Key Talking Points
For use during discussions with employees regarding the
FY 2003 Organization Changes- District Consolidations
July 11, 2003**

The Announcement:

Today, the Postal Service is announcing that five district offices will be closed effective November 14, 2003. The workload associated with administrative support and previously provided by the (insert District name) will be consolidated, and in the future will be performed by (insert District name (s)). The workload transfers will become effective July 26, 2003.

Business Reasons for changes:

- Revenue shortfalls, and escalating business costs continue to challenge our ability to be competitive.
- The changing market place, electronic diversion of mail, competition and the decline in mail volumes all demand that the USPS continually review and reassess our complement needs.
- As part of the Transformation Plan and our business strategies, the USPS committed to continually identify opportunities to become more efficient, which includes good workforce planning.
- The USPS has determined the changes in complement that we have seen, demand we now look at ways to streamline our field administrative functions.
- By consolidating the workload performed by district administrative functions we have an opportunity to increase our efficiency and reduce complement costs.
- After a thorough review of operations, geographic and logistics requirements, several Areas have identified opportunities to consolidate workload and in some cases absorb workload into a neighboring district.
- By consolidating resources, the (Insert name of Area), can control costs, and increase efficiencies, leverage opportunities produced through economies of scale.
- The decision to consolidate workload and close this district, should not be viewed as a reflection on the people of the (Insert District name) nor on the performance of this district.
- The decision to close this district and transfer workload to a neighboring district was made for a variety of business reasons, not related to performance, such as operational service plans, geography, logistics, and the ability of the gaining district(s) to absorb the workload.

For use on Friday July 11, 2003
Closing Competitive Area

For background purposes only: Recent history of strategies implemented in support of USPS business challenges

- These workload adjustments are consistent with the strategies of the Transformation Plan, which recognizes the challenges faced by the Postal Service as increasing costs for a growing number of deliveries must be spread across a declining mail volume base.

Summary of changes for (Insert the name of Closing District):

- For (insert the name of your functional area), Administrative functions now performed by the (insert the name of the closing district) for (insert zip codes involved in the shifting workload) will be absorbed by (insert the name of the gaining district) (note repeat for all workload shifts).
- Maps are available in your briefing package so that you can see how the administrative support has been aligned according to the geography.
- Persons performing the administrative support duties and responsibilities in the gaining district(s) will absorb some of the workload. However, in some cases, additional positions will be established to cover the workload shifts in the gaining district(s). Employees interested in these positions will have to make a request for such a reassignment. These vacancies will be available for employees affected by this consolidation on a limited competition basis.
- A summary of the jobs that will be established is available for you to review here today.

What happens next ?:

- During the next four months, employees in the closing district offices will be provided various placement options.

Non-Bargaining employees:

- Non-Bargaining employees whose jobs have been eliminated are encouraged to apply for jobs elsewhere in the Postal Service.
- Opportunities for reassignment to jobs in the gaining districts will be advertised on a limited competition basis for affected employees.
- Additionally, vacancies within the local commute area are being withheld as placement options, for interested and qualified applicants. These opportunities will require affected employees **to competitively apply** for vacancies.
- Finally, the area of consideration for posting vacancies within the (insert name of Area) will be expanded to allow interested applicants from the closing district.

For use on Friday July 11, 2003

Closing Competitive Area

Bargaining Unit employees:

- There will be an impact on bargaining unit employees employed at the district office.
- The postal service is committed to honoring the terms of the collective bargaining agreements that apply to employee excessing.
- Bargaining unit employees will not lose their employment as a result of the _____ district closing.
- We will immediately begin the Article 12 process to involuntarily reassign the impacted bargaining unit employees from their present assignments at the district. This may require withholding residual vacant duty assignments within their present installation in the same or other crafts, or withholding assignments in other installations in the same or other crafts.

Transition Manager as a Source of Information:

In order to provide employees with the most up to date information on the workload consolidation, and to answer placement and personnel related questions, (Insert name of key person), has been named as the Transition Manager for this district consolidation. (Insert first name of transition manager) will be sharing up to date information on a weekly basis, will provide scheduled informational workshops on topics such as applying for vacancies, interviewing skills, and coping with change - just to name a few topics.

Reductions in Force (Applicable to Non- Bargaining employees only):

- While many of you are familiar with the term RIF, let me take a minute to explain. Reduction in force procedures are required when there is an organization or staffing change due to restructuring, and at least one employee will be demoted or separated.
- In the case of this district consolidation, a "competitive area" will be closed **(Explanation: Closing of a competitive area:- When a competitive area is closed- in this case the District Administrative office- there will be no jobs remaining. Therefore, there are no remaining reassignment opportunities in this competitive area.)**
- When a competitive area is closed all EAS employees are encouraged to apply for jobs elsewhere in the Postal Service.
- During this time we will seek to reduce the impact of any reductions in force by offering selected early retirements, and making appropriate reassignments and facilitating efforts of affected employees to identify and apply for other assignments for which they are qualified.
- For voluntary requests for reassignment to lower levels, EAS will receive salary protection for two years.
- Any employee who remains unplaced as of November 14, 2003, will be separated.

For use on Friday July 11, 2003

Closing Competitive Area

Voluntary Early Retirement (VER):

- To minimize the number of employees potentially affected by involuntary separation or demotion, the Postal Service has petitioned the Office of Personnel Management for the authority to offer voluntary early retirement to affected and eligible non-bargaining employees from (Insert name of closing district), and certain eligible non-bargaining unit employees in neighboring districts within the (insert name of Area) as well as for the authority to make offers as needed to eligible individuals at the area offices.
- VER can be offered to organization units, occupation codes, geographic area, or any combination of these factors. VER cannot be offered based on individual or personal factors.
- Employees can not volunteer to retire under this option.
- Employees cannot be coerced to retire or not retire.
- All decisions about VER offers must be cleared by Human Resources at Headquarters to ensure that the offers are in compliance with the requirements of the Office of Personnel Management which grants VER authority.
- Should VER become an option, more detailed information will be provided to you.

Note: Bargaining Unit employees who are affected by the consolidation of district offices may be offered VER under the authority previously granted by OPM.

Change Management:

As you know, these are times of rapid change in our organization and in our industry. Organizational changes are part of the normal life cycle of a business. When these kinds of changes occur, they may affect you and your family both financially and personally. We all need to prepare ourselves for these changes.

- Introduce EAP consultant to discuss services that are available to help employees and their families through these changes.
- EAP consultant to provide any necessary handout materials

Closing Remarks:

- Your managers and I will do our best to provide you accurate, helpful information as promptly as possible in as many ways as possible. I ask that you assist by refraining from creating or spreading rumors - we all want to avoid creating unnecessary anxiety for anyone.
- We plan to keep you well informed about what is happening. Please let me or your managers know what else we can do to support you as we move ahead.

Question and answer session:

For use on Friday July 11, 2003
Closing Competitive Area

- While we may not have the answers to all of your questions, your Transition Manager and the (Insert name of Area) Leadership team are committed to getting back to you and providing up to date and accurate information.



COPY

July 11, 2003

Ms. Ellen E. Tunstall
Deputy Associate Director for Talent
and Capacity Policy
Office of Personnel Management
1900 E Street, NW, RM 6500
Washington, DC 20415-9000

Dear Ms. Tunstall:

This is to request approval from the Office of Personnel Management for Voluntary Early Retirement Authority (VERA) for the United States Postal Service.

The Postal Service will be implementing a major realignment of its field structure. Effective July 26, 2003, five of the Postal Service's 85 district offices are being consolidated into nearby districts. This consolidation will result in the closing of five separate competitive areas effective November 14, 2003.

The Postal Service is working to bring increased efficiency to all operations and activities. This realignment is consistent with our business strategies, which recognizes the challenges faced by the Postal Service as increasing costs for a growing number of deliveries must be spread across a declining mail volume base. Through this realignment, the Postal Service is continuing efforts to increase the efficiency of our support network while providing the same high level of service to our customers.

We are seeking Voluntary Early Retirement as a tool to aid us in this field realignment. This Voluntary Early Retirement request is in support of the closing of the following district offices:

Closing Office	Approximate # of employees subject to RIF
Akron OH	124
Lancaster PA	108
Long Beach CA	104
San Jose CA	103
Springfield MA	99

In order to minimize the impact of the reduction in force (RIF), the Postal Service is seeking authority to use VER as a RIF avoidance tool. Our plan includes offering VER to eligible employees in the closing competitive area, as well as using vacancies created by retirement in contiguous field administrative offices as placement opportunities. Therefore, our request includes, all district offices that are closing (as noted above), as well as in the administrative district offices that are gaining the workload in the consolidation, and in district administrative offices that are geographically contiguous to the district office that is closing.

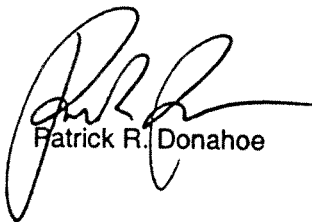
We request authority to offer voluntary early retirement during the period of September 1, 2003, through November 14, 2003, for employees in these closing competitive areas as well as in contiguous competitive areas to provide placement opportunities for the impacted employees. Of the approximately 2,200 career employees in the competitive areas involved in this VER request, approximately 930 are eligible for voluntary early retirement. We expect up to 7 percent or approximately 65 of those VER eligible employees to opt for early retirement.

In light of the impact that the closings of the competitive areas provided above, we respectfully request that you give this proposal favorable consideration so that we may use VER as a tool in our downsizing strategies as well as a means to minimize the disruption of the lives of our employees.

The Postal Service's point of contact for this request is:

Oz Barsi
RIF Compliance Team Leader
Office: (202) 268-6887
Fax: (202) 268-3779

Sincerely,



Patrick R. Donahoe

Placement Guidelines for 2003 District Consolidations

EAS VACANCIES IN ADMINISTRATIVE FUNCTIONS IN THE GAINING DISTRICT ADMINISTRATIVE OFFICE(S)

Post all EAS vacancies in *administrative functions* in the gaining district administrative office(s) with eligibility limited to EAS impacted employees with an ISSUE DATE of **July 15, 2003** and a CLOSING DATE of **July 29, 2003**. This includes current EAS vacancies in the gaining district offices(s) as well as newly authorized positions added as a result of the workload shift from the closing district to the gaining district(s).

EAS VACANCIES IN ALL FUNCTIONS THAT ARE WITHIN THE COMMUTING DISTANCE OF IMPACTED EMPLOYEES

Post EAS vacancies within the commuting distance of impacted employee with eligibility limited to these employees **during the period commencing July 15 through November 14, 2003. Issue dates and closing dates will be determined by the area's designated contact point, but selection under this provision must be made no later than November 7, 2003.**

Vacancies within the commuting area could be located in a closing district, gaining district, area office or nearby district not affected by the district consolidation.

Vacancy announcements should include the following statement in the "HOW TO APPLY" section as follows:

- **If applying for a competitive promotion:** Employees must complete and submit Form 991, *Application for Promotion* (Pages 1 and 2), plus a separate statement of qualifications for each knowledge, skill, or ability (KSA) (Page 3).
- **If applying for a lateral reassignment or a change to lower level position:** Employees are only required to complete the first 2 pages of the PS Form 991. However, it is to the applicant's advantage to respond to each KSA because they **may** be competing with other impacted employees.

Selecting officials are required to use the regular EAS selection procedure in making selection(s) from the pool of applicants. If five (5) or more applications are received the selecting official **has the option** of designating a review committee or personally interviewing every applicant. This option is an exception to the EL-312. Please note that phone interviews are permissible.

The selecting official and review committee if used must evaluate each applicant by determining if the applicant(s) possesses the knowledge, skills, and abilities at a level sufficient to indicate a high probability of successful performance in the position.

AREA WIDE EAS VACANCIES

For EAS vacancies posted in districts within the area where the closing district is located the following eligibility requirement must be added to the **PERSONS ELIGIBLE TO APPLY** section: **"All EAS employees impacted by the 2003 district consolidations are eligible to apply."**

NOTE:

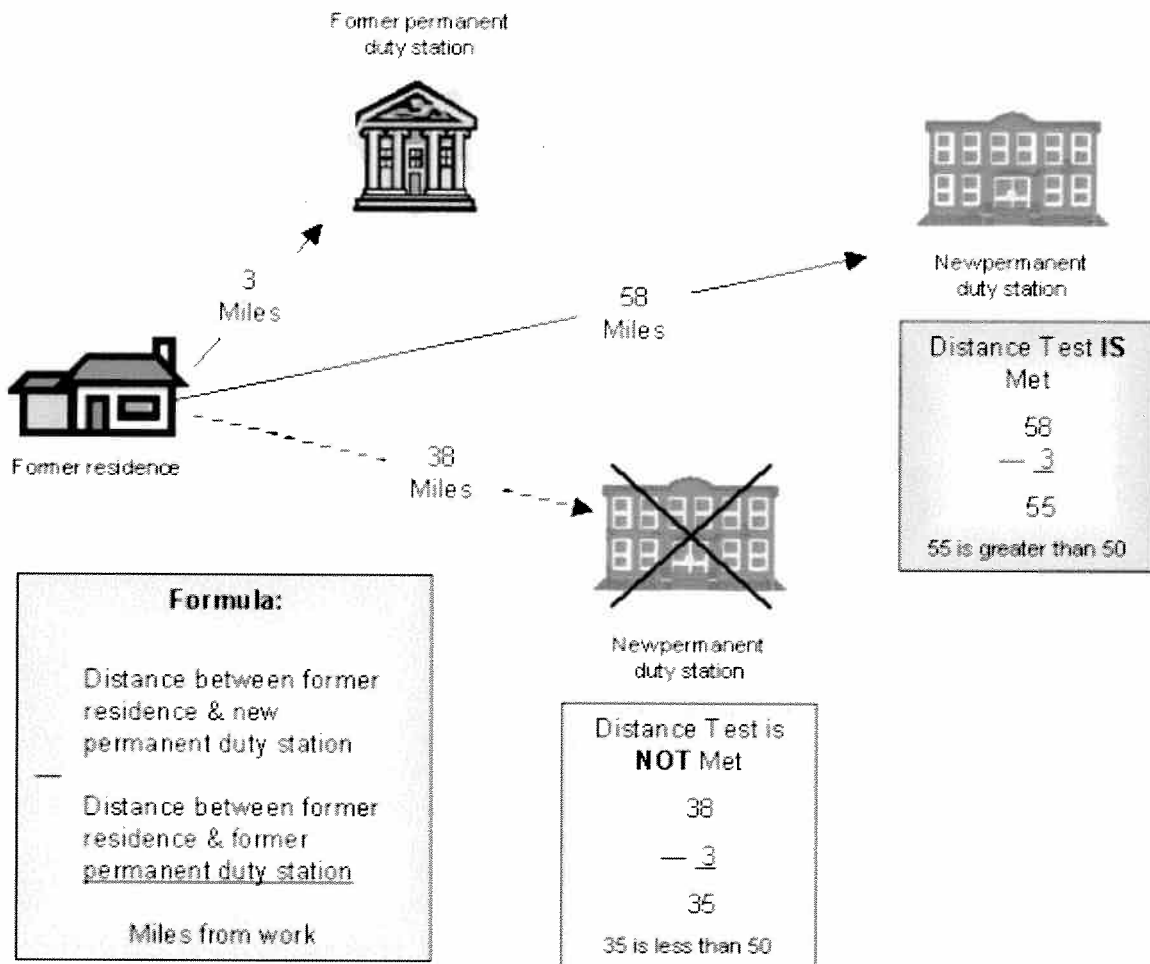
All of the above procedures are effective until Friday, November 14, 2003; however selections must be made no later than November 7, 2003."

RELOCATION POLICY

Impacted employees who are selected competitively or noncompetitively as a result of the July 2003 district consolidations are entitled to reimbursement of authorized relocation expenses as described in Handbook F-15, *Travel and Relocation*.

Distance – The "50-Mile Rule"

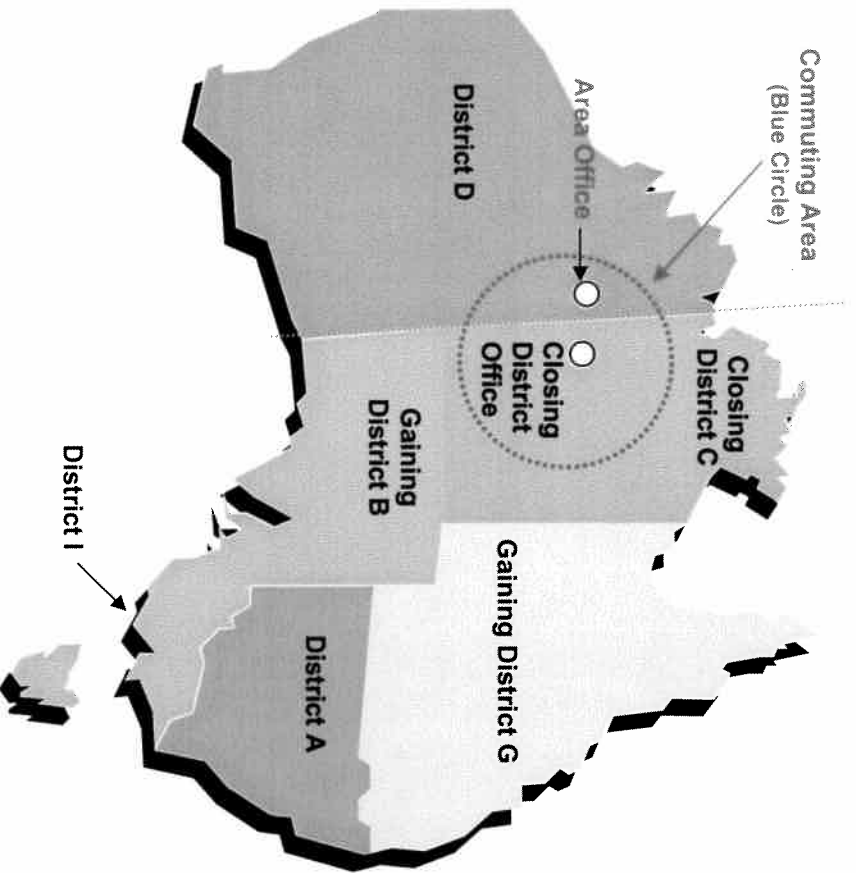
To qualify for relocation benefits, your new permanent duty station must be *at least 50 miles further* from your former residence than your former permanent duty station was from your former residence. This is known as the "50-mile rule." See the illustration and formula below to determine how the rule works.



NOTE: If the distance test result is less than 100 miles, you are to move at least half the distance.

SAMPLE AREA OFFICE MAP

North Central Area



Impacted Employees Placement Eligibility

Impacted employees **only** are eligible to apply, competitively or non-competitively, for all EAS administrative vacancies in the gaining district or districts. In the North Central Area this would apply to Districts G and B and would include current EAS vacancies as well as newly authorized positions added as a result of the workload shift from the closing district (District C) to the gaining districts (G & B). Administrative vacancies could be in the following functions:

- OPERATIONS PROGRAMS
- FINANCE
- HUMAN RESOURCES
- MARKETING
- ADMINISTRATIVE SERVICES
- INFORMATION TECHNOLOGY
- POST OFFICE OPERATIONS (Manager Post Office Operations)

Impacted employees **only** are eligible to apply, competitively or non-competitively, for **all** EAS vacancies within commuting distance of the closing district. For the District C impacted employees could apply for vacancies in the Area Office and parts of District C & District D.

Impacted employees are eligible to apply, competitively or non-competitively, for any posted EAS vacancies in the North Central Area not affected by the district consolidations. This would include the following:

- District A, District D, District I,
- Headquarters related positions domiciled in the Area

NOTE: For those vacancies in the commuting area **only** impacted employees are eligible to apply.

Impacted employees may request a return to a bargaining unit position should a vacancy exist.

MA-I: EASTERN AREA
 MA-II: AKRON PFC AREA

POS GRADE	OCC CDE TITLE	OCCUP CDE	TOT ATH	TOT O/R	STAFF VARANCE	STP CND	EMPLOYEE NAME	DES ID	P/R	PAY LOCATION DESCRIPTIONS
AKRON CUST SVC DIST OFC		10000000	INSTALLATION HEAD							
PCES-1	DISTRICT MANAGER	03407122:	1:	1:			SMITH, F V	090 80	490	AKRON DIST MANAGEMENT UNIT
EAS-25	MGR POST OFFC OPER	23017137:	1:	1:			STINDELAR, P R	090 81	490	AKRON DIST MANAGEMENT UNIT
EAS-24	MGR FIN (DIST OFFC)	05057063:	1:	1:			MAYES, J	090 50	450	DIST FINANCE (AKRON)
EAS-24	MGR HUMAN RESOURCES	02017095:	1:	1:			LAMER, F C	090 60	460	DIST HUMAN RES (AKRON)
EAS-24	MGR MARKETING (DIST)	23700196:	1:	1:			-1: VAC: VACANT			
EAS-24	MGR OPERTNS PROGS	23107037:	1:	1:			DONALDSON, W H	090 01	420	DIST OPERNS PROGS SUPP (AKRON)
EAS-23	MGR PO OPERATIONS	23010009:	2:	2:			BALLARD, J R	090 81	490	AKRON DIST MANAGEMENT UNIT
EAS-22	MGR POST OFFC OPER	23017138:	1:	1:			-1: VAC: VACANT			
EAS-21	MGR ADMIN SERVICES	03427031:	1:	1:			MYERS, H J	090 81	430	DIST ADMIN SUPP
EAS-21	MGR BUD/FIN ALSDIST	05600006:	1:	1:			BIZZARRI, D R	090 50	450	DIST FINANCE (AKRON)
EAS-21	MGR INFO SYSTEMS	03307056:	1:	1:			HIXON, W P	090 81	410	DIST MISC (AKRON)
EAS-21	MGR INTERNAL CTRLS	05050069:	1:	1:			HUNT, M A	090 50	450	DIST FINANCE (AKRON)
EAS-21	MGR LABOR RELATIONS	02330010:	1:	1:			DIOHNAK, C A	090 60	460	DIST HUMAN RES (AKRON)
EAS-21	MGR PERSONNEL SVCS	02010029:	1:	1:			-1: VAC: VACANT			
EAS-21	WKPL IMPRO ANALYST	02300008:	1:	1:			KNOTT, J L	190 63	460	DIST HUMAN RES (AKRON)
EAS-20	ARCHITECT/ENGINEER	08083020:	1:	1:			WISNIEMSKI, M S	190 85	430	DIST ADMIN SUPP
EAS-20	MGR BSN OPS/DISTRIC	23700258:	1:	1:			GREENLAND, M J	090 70	470	DIST CUST SERV SUPP (AKRON)
EAS-20	MGR BUS MAIL ENTRY	23457051:	1:	1:			ROSE, L M	090 70	470	DIST CUST SERV SUPP (AKRON)
EAS-20	MGR DEL & CS PROG	23100015:	1:	1:			BEYMAN JR, E J	090 01	420	DIST OPERNS PROGS SUPP (AKRON)
EAS-20	MGR VEHICLE MAINT	21507038:	1:	1:			RUSSELL, M R	053 30	440	AKRON RESTR VNF
EAS-19	BUDGET/FNCL ANL(DS)	05045022:	2:	2:			FAY, D M	190 54	450	DIST FINANCE (AKRON)
EAS-19							TORMA, M O	190 54	450	DIST FINANCE (AKRON)
EAS-19	DIV DEV SPEC (FLD)	01605056:	1:	1:			-1: VAC: VACANT			
EAS-19	ENVIRO COMPL COORD	08195003:	1:	1:			-1: VAC: VACANT			
EAS-19	INTERNAL CTRL ANLY	05050070:	2:	2:			HAAAS II, M C	190 55	450	DIST FINANCE (AKRON)
EAS-19	LABOR RELATION SPCL	02335016:	3:	3:			PLANT, K J	190 55	450	DIST FINANCE (AKRON)
EAS-19							BEREBE, C L	190 61	560	DIST HUMAN RES (YOUNGSTOWN)
EAS-19							HUSSEY, J M	190 61	660	DIST HUMAN RES (TOLEDO)
EAS-19							WALTERS, N J	190 61	460	DIST HUMAN RES (AKRON)
EAS-19							SHAFFER, C A	090 01	420	DIST OPERNS PROGS SUPP (AKRON)
EAS-19							PAGAN, R S	090 60	460	DIST HUMAN RES (AKRON)
EAS-19							WARD, D M	090 70	470	DIST CUST SERV SUPP (AKRON)
EAS-19							-1: VAC: VACANT			
EAS-19	MGR ADD MGMT SYST	23107036:	1:	1:			HULSTINE, A	090 60	460	DIST HUMAN RES (AKRON)
EAS-19	MGR EEO DISPUTE RES	02660011:	1:	1:			FILLTON, P A	053 30	753	VEHICLE MECHANICS
EAS-19	MGR RTL (DIST)	23700052:	1:	1:			GRAY, B J	090 50	450	DIST FINANCE (AKRON)
EAS-19	MGR SAFETY & HEALTH	00180009:	1:	1:			JONES, L R	190 52	450	DIST FINANCE (AKRON)
EAS-19	MGR TRAINING	02350008:	1:	1:			HARRINGTON, P L	090 81	470	DIST CUST SERV SUPP (AKRON)
EAS-19	MGR VHCL MAINT FCLT	21507044:	1:	1:			-1: VAC: VACANT			
EAS-19	MGR., TACS OPER.	05900003:	1:	1:			GUTIERREZ, M R	053 30	232	VNF
EAS-18	FIN SYS COORD	05055051:	1:	1:			SCARBROUGH, J R	190 09	420	DIST OPERNS PROGS SUPP (AKRON)
EAS-18	MGR CON AFFRS & CLM	23456052:	1:	1:			WISSERY, D D	190 64	660	DIST HUMAN RES (TOLEDO)
EAS-18	MGR STAT PROGRAMS	15300008:	1:	1:			ZICKERFOOSE, D L	190 85	430	DIST ADMIN SUPP
EAS-18	MGR VHCL MAINT FCLT	21507043:	1:	1:			-1: VAC: VACANT			
EAS-17	DELIVERY/RETAIL ANL	23105026:	1:	1:			GITTINGS III, C I	190 62	660	DIST HUMAN RES (TOLEDO)
EAS-17	EEO DISPUTE RES SPE	02660012:	2:	2:			MARTIN, C L	190 62	460	DIST HUMAN RES (AKRON)
EAS-17	FACILITIES SPEC	16013008:	1:	1:						
EAS-17	HUMAN RESOURCES SPC	02015118:	5:	5:						

MA-I: EASTERN AREA

MA-II: AKRON PFC AREA

POS GRADE	OCC CDE TITLE	OCCUP CDE	TOT ATH	TOT O/R	STAFF VARANCE	STF CMD	EMPLOYEE NAME	DES ATY	LD CD	P/R P/L	PAY LOCATION DESCRIPTIONS
AKRON CUST SVC DIST OFC		10000000					INSTALLATION HEAD				
EAS-17	HUMAN RESOURCES SPC	02015118:	5:	3:	-2:	VAC:	PUZAKULICS, G A	190	62	460	DIST HUMAN RES (AKRON)
EAS-17	INFO SYSTEMS SPCLST	03305016:	1:	1:	:	:	MONTGOMERY JR, T H	190	84	410	DIST MISC (AKRON)
EAS-17	INTERNAL CTRL ANLY	05050071:	3:	3:	:	:	BOYKINS, A	190	55	450	DIST FINANCE (AKRON)
EAS-17	OPRN QULTY IMPR SPC	19104015:	:	:	:	:	SAHLI, C L	190	55	650	DIST FINANCE (TOLEDO)
EAS-17	PURCHASING SPC	11025047:	1:	1:	:	:	WARD, W S	190	55	550	DIST FINANCE (YOUNGSTOWN)
EAS-17	SUPV VEH MAINT	58230007:	1:	1:	:	:	STONE, B K	190	02	420	DIST OPBNS PROGS SUPP (AKRON)
EAS-17	SUPV VEH SUPPLIES	C 20036025:	1:	1:	:	:	GLEYDURA, G A	190	83	430	DIST ADMIN SUPT
EAS-17	TELECOM SPC (FLD)	03935001:	1:	1:	:	:	DAGG, E M	053	30	240	CANTON RESTR VMF
EAS-16	CUST SRVCS ANALYST	23105027:	10:	7:	-3:	VAC:	ARRINGTON, S B	190	84	610	DIST MISC (TOLEDO)
EAS-16	CUST SVC REPRESENTA	23455034:	1:	1:	:	:	BROWN, R A	190	09	420	DIST OPBNS PROGS SUPP (AKRON)
EAS-16	MAILING STAND.SPEC.	23450022:	3:	3:	:	:	LONGHEIER JR, J M	190	09	420	DIST OPBNS PROGS SUPP (AKRON)
EAS-16	OPER SUPP SPC	23405045:	2:	2:	:	:	LOWTHER, M L	190	09	420	DIST OPBNS PROGS SUPP (AKRON)
EAS-16	RETAIL SPECIALIST	23455030:	2:	2:	:	:	PEOPLES, J E	190	67	420	DIST OPBNS PROGS SUPP (AKRON)
EAS-16	SMALL BUSN SPC	23700199:	1:	1:	:	:	SHELL, W L	190	09	420	DIST OPBNS PROGS SUPP (AKRON)
EAS-16	SUPV BUS MAIL ENTRY	23456055:	2:	1:	:	:	WASCHAK IV, J J	190	72	470	DIST CUST SERV SUPP (AKRON)
EAS-16	ADDRS MGMT SYS SPC	23104014:	8:	1:	-1:	VAC:	FARR, L M	090	70	470	DIST CUST SERV SUPP (AKRON)
EAS-15	BUSINESS ML ENTRY A	23454019:	1:	1:	-1:	VAC:	JONES, A F	090	70	470	DIST CUST SERV SUPP (AKRON)
EAS-15	EXPEDITED SVC SPC	23456056:	3:	2:	:	:	POTTER, B	090	70	570	DIST CUST SERV SUPP (AKRON)
EAS-15	HUMAN RESOURCES SPC	02015117:	13:	12:	-1:	VAC:	WILSON, M L	190	03	420	DIST OPBNS PROGS SUPP (AKRON)
							FOX, T W	190	74	470	DIST CUST SERV SUPP (AKRON)
							SEMON, M D	190	03	420	DIST OPBNS PROGS SUPP (AKRON)
							JONES, M C	190	74	470	DIST CUST SERV SUPP (AKRON)
							DADDARIO, M S	190	78	470	DIST CUST SERV SUPP (AKRON)
							GOLDSTEIN, M A	090	70	670	DIST CUST SERV SUPP (TOLEDO)
							BINGHAM, D L	190	04	520	DIST OPBNS PROGS SUPP (YOUNGSTO
							GORNY, R R	190	04	620	DIST OPBNS PROGS SUPP (TOLEDO)
							JONES, P L	190	04	420	DIST OPBNS PROGS SUPP (TOLEDO)
							JOSEY, N C	190	04	420	DIST OPBNS PROGS SUPP (AKRON)
							KACHMAR, M C	190	04	520	DIST OPBNS PROGS SUPP (YOUNGSTO
							LEYLAND, S E	190	04	420	DIST OPBNS PROGS SUPP (AKRON)
							ROBINS, C N	190	04	420	DIST OPBNS PROGS SUPP (AKRON)
							SEERY, M L	190	04	620	DIST OPBNS PROGS SUPP (TOLEDO)
							DAMSON, J M	190	79	470	DIST CUST SERV SUPP (AKRON)
							KURDZIEL, T J	090	70	470	DIST CUST SERV SUPP (AKRON)
							CALLAHAN, T J	090	70	670	DIST CUST SERV SUPP (TOLEDO)
							ARMOCIDA, D L	190	63	460	DIST HUMAN RES (AKRON)
							VAC:				
							JACKSON JR, C	190	62	660	DIST HUMAN RES (TOLEDO)
							CONNER, S M	190	62	460	DIST HUMAN RES (AKRON)
							KEREKGYARTO, B J	190	63	660	DIST HUMAN RES (TOLEDO)
							KEREKGYARTO, L J	190	63	660	DIST HUMAN RES (TOLEDO)
							LEWIS, L W	190	63	460	DIST HUMAN RES (AKRON)
							LYNCH, G L	190	65	560	DIST HUMAN RES (AKRON)
							MOORE, C A	190	62	560	DIST HUMAN RES (YOUNGSTOWN)

MA-I: EASTERN AREA

MA-II: AKRON PFC AREA

POS GRADE	OCC CDE TITLE	OCCUP CDE	TOT ATH	TOT O/R	STAFF VARANCE	STF CMD	EMPLOYEE NAME	DES LD P/R	PAY LOCATION
AKRON CUST SVC DIST OFC		10000000					INSTALLATION HEAD		
EAS-15	HUMAN RESOURCES SPC	02015117	13	12	-1	VAC:	POTTER, S D	190 65 660	DIST HUMAN RES (TOLEDO)
							RIGGS, G W	190 63 560	DIST HUMAN RES (YOUNGSTOWN)
							TEKLEN, J A	190 62 460	DIST HUMAN RES (AKRON)
EAS-15	INFO SYSTEMS COORD	03305017	1	1			YOUNG, D K	190 62 460	DIST HUMAN RES (AKRON)
EAS-15	MAILPIECE DESIGN AN	23455033	3	2	-1	VAC:	ZIKOVICH, M A	190 84 410	DIST MISC (AKRON)
							LUCCIO, V R	190 79 470	DIST CUST SERV SUPP (AKRON)
EAS-15	MATERIEL MGMT SPCLS	20035036	1	1			BRECKENRIDGE, K K	190 83 430	DIST ADMIN SUPP (TOLEDO)
EAS-15	STAT PROGS SPEC	15300003	1	1			ANELLO, J L	090 50 450	DIST FINANCE (AKRON)
EAS-15	SUPV ACCT PAPER	05306009	2	2			HAFFNER, K L	090 70 570	DIST CUST SERV SUPP (AKRON)
EAS-13	CUSTOMER SVC REPRSN	23454018	2	2			JOHNSON, P A	190 72 470	DIST CUST SERV SUPP (AKRON)
EAS-12	SECRETARY (FLD)	03180007	2	2			FRANKLIN, A L	190 82 490	DIST CUST SERV SUPP (AKRON)
EAS-11	HUMAN RESOURCES ASC	02015112	7	6	-1	VAC:	ANTONAVICH, J R	190 62 460	DIST HUMAN RES (AKRON)
							COONITZ, D M	190 61 460	DIST HUMAN RES (AKRON)
							GORDON-BATTLE, I M	190 62 460	DIST HUMAN RES (AKRON)
							MAST, D R	190 62 460	DIST HUMAN RES (AKRON)
							SMITH, G B	190 62 460	DIST HUMAN RES (AKRON)
EAS-11	SECRETARY	03182041	3	3			WILLIAMS, A G	190 62 460	DIST HUMAN RES (AKRON)
							NAU:COOPER, A	190 78 470	DIST CUST SERV SUPP (AKRON)
							GRANT, M T	190 08 420	DIST OPNS PROGS SUPP (AKRON)
							PANNELL, K J	190 82 490	AKRON DIST MANAGEMENT UNIT

38-0087

ORGAN TOTAL: 124: 109: -15:

MGT AREA-II TOTAL: 124: 109: -15:

MGT AREA-I TOTAL: 232: 207: -25:

MA-I: EASTERN AREA
 MA-II: LANCASTER PFC AREA

POS	OCC CDE	OCCUP	TOT	TOT	STAFF	STP	EMPLOYEE	DES	LD	P/R	PAY	LOCATION
GRADE	TITLE	CDE	ATH	O/R	VARAN	CND	NAME	AVY	CD	P/L	DESCR	PTIONS
LANCASTER CUST SVC DIST OFC 10000000 INSTALLATION HEAD 41-4406												
EAS-17	HUMAN RESOURCES SPC	02015118:	4:	4:	:	:	KIRCHNER, B E	190	62	060	PERSONNEL	
EAS-17	INFO SYSTEMS SPC1ST	03305016:	1:	1:	:	:	MC KEON, C M	190	62	065	PERSONNEL SE	
EAS-17	INTERNAL CTRL ANLY	05050071:	4:	4:	:	:	DOBRSCHUK, P M	190	84	051	INFORMATION SYSTEMS	
EAS-17	OPRN QULTY IMPR SPC	19104015:	1:	1:	:	:	CHONKA, G T	190	55	055	FINANCE (SE)	
EAS-17	PURCHASING SPC	11025047:	1:	1:	:	:	GEORGE, L S	190	55	050	FINANCE	
EAS-17	SUPV CPTR MAIL FRMD	23400027:	1:	1:	:	:	SCHAEFFER, D D	190	55	050	FINANCE	
EAS-17	SUPV VEH MAINT	58230007:	3:	3:	:	:	SUBRAMNI, J J	190	55	055	FINANCE (SE)	
EAS-17	TELECOM SPC (FLD)	03935001:	1:	1:	:	:	MOON, H J	190	02	000	OPERATIONS SUPPORT	
EAS-17	CUST SRVCS ANALYST	23105027:	7:	7:	:	:	MULLANEY, M F	190	83	085	ADMIN SE	
EAS-17	SUPV VEH SUPPLIES C	20036025:	1:	1:	:	:	-1: VAC: VACANT					
EAS-17	OPER SUPP SPEC	23455045:	2:	2:	:	:	DISSINGER, J P	053	30	001	VEH SUPV	
EAS-17	RETAIL SPECIALIST	23455030:	1:	1:	:	:	JONES, J P	053	30	001	VEHICLE MAINT FACILITY	
EAS-16	CUST SVC REPRESENTA	23455034:	1:	1:	:	:	MORGAN, B R	053	30	022	VEHICLE MAINT FACILITY	
EAS-16	MAILING STAND. SPEC.	23450022:	1:	1:	:	:	HCKEL, K S	053	30	022	VEHICLE MAINT FACILITY	
EAS-16	SMALL BUSN SPEC	23700199:	1:	1:	:	:	-1: VAC: VACANT					
EAS-16	SUPV BUS MAIL ENTRY	23456055:	1:	1:	:	:	BITELLA JR, J J	190	09	005	FINANCE	
EAS-16	ADDRS MGMT SYS SPEC	23104014:	4:	4:	:	:	ENNIS-BOTJEDEN, D M	190	09	000	OPERATIONS SUPPORT	
EAS-15	BUSINESS ML ENTRY A	23454019:	1:	1:	:	:	GREGG, D A	190	09	000	OPERATIONS SUPPORT	
EAS-15	EMPLY IN MODIFIED	03010210:	1:	1:	:	:	PARKER, J L	190	09	000	OPERATIONS SUPPORT	
EAS-15	EXPEDITED SVC SPCLS	23456056:	2:	2:	:	:	REYNOLDS, B D	190	09	000	OPERATIONS SUPPORT	
EAS-15	HUMAN RESOURCES SPC	02015117:	6:	6:	:	:	STIGMAN, D W	190	09	000	OPERATIONS SUPPORT	
EAS-15	INFO SYSTEMS COORD	03305017:	1:	1:	:	:	WERNER, N O	190	02	000	OPERATIONS SUPPORT	
EAS-15	MAILPIECE DESIGN AN	23455033:	2:	2:	:	:	BOSWELL, J D	190	72	222	SALES	
EAS-15	MATERIEL MGMT SPCLS	20035036:	1:	1:	:	:	FESTA, R M	090	70	075	CUSTOMER SERVICES SUPPORT SE	
EAS-15	STAT PROGS SPEC	15300003:	1:	1:	:	:	DINNOCENZO, V P	190	09	000	OPERATIONS SUPPORT	
							HADFIELD, M J	190	71	075	CUSTOMER SERVICES SUPPORT SE	
							TALARICO, S J	190	74	070	CUSTOMER SERVICES	
							LABER, J M	190	79	070	CUSTOMER SERVICES	
							CONNER, M L	090	70	070	CUSTOMER SERVICES	
							-2: VAC: GRAHAM, W J	190	04	005	FINANCE	
							SIRCHIO, D M	190	04	005	FINANCE	
							GILBERT, B V	190	79	070	CUSTOMER SERVICES	
							1: NAU: DVAIME JR, J J	190	69	005	FINANCE	
							DE MINO, J M	090	70	075	CUSTOMER SERVICES SUPPORT SE	
							MERRITTS, S L	090	70	071	** N/CMS DFN ** (41440600 071)	
							DEWOMES SR, M E	190	63	060	PERSONNEL	
							FALCONE, R J	190	63	065	PERSONNEL SE	
							GOOD, S E	190	62	060	PERSONNEL	
							PAGNO, J A	190	65	060	PERSONNEL	
							SAUER, P J	190	63	060	PERSONNEL	
							WANAMAKER, C M	190	65	065	PERSONNEL SE	
							STRAWSER, D K	190	84	051	INFORMATION SYSTEMS	
							NOVITA, A L	190	79	075	CUSTOMER SERVICES SUPPORT SE	
							RENNINGER, M O	190	79	071	** N/CMS DFN ** (41440600 071)	
							STIGLIN, A B	190	83	085	ADMIN SE	
							KIRKNER JR, W R	090	50	055	FINANCE (SE)	

MA-I: NORTHEAST AREA

MA-II: SPRINGFIELD (MA) PFC AREA

SPRNGFLD(MA) CUST SVC DIST OFC 10000000 INSTALLATION HEAD 24-7823

POS GRADE	OCC CDE TITLE	OCCUP CDE	TOT ATH	TOT O/R	STAFF : VAR	STF : CMD	EMPLOYEE NAME	DES ID	P/R	PAY LOCATION DESCRIPTIONS
EAS-21	MGR ADMIN SERVICES	03427031:	1:	1:	1:	1:	WNUK, D G	090 80 002	DISTRICT MANAGER -	CUSTOMER SER
EAS-21	MGR BUD/FIN ALSDIST	05600006:	1:	1:	1:	1:	DELUDE, L A	090 01 054	OPERATIONS PROGRAMS	SUPPORT(054
EAS-21	MGR INFO SYSTEMS	03307056:	1:	1:	1:	1:	MANERDINI, D R	090 81 053	MANAGEMENT INFORMATION	SYSTEMS
EAS-21	MGR INTERNAL CTROLS	05050069:	1:	1:	1:	1:	STONE, J L	090 50 004	FINANCE	
EAS-21	MGR LABOR RELATIONS	02330010:	1:	1:	1:	1:	WALLACE, J D	090 60 016	HUMAN RESOURCES	
EAS-21	MGR PERSONNEL SVCS	02010029:	1:	1:	1:	1:	BURKOTT, D R	090 60 016	HUMAN RESOURCES	
EAS-21	QUALITY SPECIALIST	03435065:	1:	1:	1:	1:	JEFFERS, L B	190 02 016	HUMAN RESOURCES	
EAS-20	WKPL IMPRO ANALYST	02300008:	1:	1:	1:	1:	BATES, J J	190 63 016	HUMAN RESOURCES	
EAS-20	ARCHITECT/ENGINEER	08083020:	1:	1:	1:	1:	TWOHIG JR, C G	090 70 051	CUSTOMER SERVICE SUPPORT	(FORME
EAS-20	MGR BSN OPS/DISTRIC	23700258:	1:	1:	1:	1:	CLARK, C D	090 01 054	OPERATIONS PROGRAMS	SUPPORT(054
EAS-19	MGR DEL & CS PROG	23100015:	1:	1:	1:	1:	HENDERSON, W D	190 54 004	FINANCE	
EAS-19	BUDGET/FNCL ANL(DS)	05045022:	1:	1:	1:	1:	WOODS, D A	190 82 002	DISTRICT MANAGER -	CUSTOMER SER
EAS-19	DIV DEV SPEC (FLD)	01605056:	1:	1:	1:	1:	GRANGER, B F	190 07 052	ADMINISTRATIVE SUPPORT	(FORMERL
EAS-19	ENVIRO COMPL COORD	08195003:	1:	1:	1:	1:	CLAYTON, P A	190 55 004	FINANCE	
EAS-19	INTERNAL CTRL ANLY	05050070:	2:	2:	2:	2:	LANE, R H	190 55 004	FINANCE	
EAS-19	LABOR RELATION SPCL	023355016:	4:	4:	4:	4:	FORGUE, M G	190 61 016	HUMAN RESOURCES	
EAS-19	MGR ADD MGMT SYST	23107036:	1:	1:	1:	1:	LASSITER, C	190 61 016	HUMAN RESOURCES	
EAS-19	MGR BUS MAIL ENTRY	23457052:	1:	1:	1:	1:	PETERSON, J L	190 61 016	HUMAN RESOURCES	
EAS-19	MGR EEO DISPUTE RES	02600011:	1:	1:	1:	1:	STANTON III, R J	090 01 055	ADDRESS INFORMATION SYSTEMS	
EAS-19	MGR SAFETY/INJ. COMP	00180006:	1:	1:	1:	1:	BALICKI, A T	090 70 051	CUSTOMER SERVICE SUPPORT	(FORME
EAS-19	MGR TRAINING	02350008:	1:	1:	1:	1:	WEISS, S A	090 60 016	HUMAN RESOURCES	
EAS-19	MGR., TACS OPER.	05900003:	1:	1:	1:	1:	DOVE, S R	090 60 016	HUMAN RESOURCES	
EAS-18	FIN SYS COORD	05055051:	1:	1:	1:	1:	BACCHIOCCHI, D C	090 60 016	HUMAN RESOURCES	
EAS-18	MGR CON AFFRS & CLM	23456052:	1:	1:	1:	1:	SANCHEZ JR, E P	090 50 004	FINANCE	
EAS-18	MGR RFL (DIST)	23700044:	1:	1:	1:	1:	CHRISTENSEN, C E	090 70 051	CUSTOMER SERVICE SUPPORT	(FORME
EAS-18	MGR STAT PROGRAMS	15300008:	1:	1:	1:	1:	MASON, C T	090 70 051	CUSTOMER SERVICE SUPPORT	(FORME
EAS-17	DELIVERY/RETAIL ANL	23105026:	1:	1:	1:	1:	MANNING, M C	090 50 004	FINANCE	
EAS-17	EEO DISPUTE RES SPE	02600012:	1:	1:	1:	1:	BOROWIEC, T	190 09 054	OPERATIONS PROGRAMS	SUPPORT(054
EAS-17	FACILITIES SPEC	16013008:	1:	1:	1:	1:	MONTAGUE, K G	190 64 016	HUMAN RESOURCES	
EAS-17	HUMAN RESOURCES SPC	02015118:	3:	3:	3:	3:	WOODBURY, W J	190 85 052	ADMINISTRATIVE SUPPORT	(FORMERL
EAS-17	INFO SYSTEMS SPC	03305016:	1:	1:	1:	1:	DOVRA, F	190 84 053	MANAGEMENT INFORMATION	SYSTEMS

-1: VAC: VACANT
 -2: VAC: DSHALTS, M A
 -3: VAC: VACANT
 -4: VAC: VACANT

MA-I: NORTHEAST AREA
 MA-II: SPRINGFIELD (MA) PFC AREA

POS	OCC CDE	TITLE	OCCUP CDE	TOT ATH	TOT O/R	STAFF	STF	EMPLOYEE NAME	DES ID	P/R	PAY LOCATION DESCRIPTION
SPRNGFLD (MA) CUST SVC DIST OFC 10000000 INSTALLATION HEAD 24-7823											
EAS-17	INTERNAL CTRL ANLY		05050071:	2:	1:	-1:VAC:AVTH, K A			190 55	004	FINANCE
EAS-17	MGR INJURY COMP		02300005:	:	1:	1:NAU:RINGUETTE, D J			090 60	016	HUMAN RESOURCES
EAS-17	OPRN QULTY IMPR SPC		19104015:	1:	1:	1:VAC:VACANT			190 02	054	OPERATIONS PROGRAMS SUPPORT(054
EAS-17	PURCHASING SPC		11025047:	1:	:	:BOYLE GLIDDEN, S E			190 63	016	HUMAN RESOURCES
EAS-17	SR EAP COUNSELOR DI		01800005:	1:	1:	:CHAILL, G B			190 84	053	MANAGEMENT INFORMATION SYSTEMS
EAS-17	TELECOM SPC (FLD)		03935001:	1:	1:	:ADAMSKI, S A			190 09	054	OPERATIONS PROGRAMS SUPPORT(054
EAS-16	CUST SRVCS ANALYST		23105027:	5:	5:	:CORIELLO JR, D			190 09	054	OPERATIONS PROGRAMS SUPPORT(054
						:MERRILL, C A			190 09	054	OPERATIONS PROGRAMS SUPPORT(054
						:PURCELL, D F			190 09	054	OPERATIONS PROGRAMS SUPPORT(054
						:SHEA-DESROCHES, C A			190 09	054	OPERATIONS PROGRAMS SUPPORT(054
EAS-16	CUST SVC REPRESENTA		23455034:	1:	1:	:ROBERSON, S E			190 72	051	CUSTOMER SERVICE SUPPORT (FORME
EAS-16	MAILING STAND.SPEC.		23450022:	1:	1:	:PARKER, R W			090 70	051	CUSTOMER SERVICE SUPPORT (FORME
EAS-16	OPER SUPP SPC		23405045:	2:	1:	-1:VAC:JOYCE, T			190 09	054	OPERATIONS PROGRAMS SUPPORT(054
EAS-16	RETAIL SPECIALIST		23455030:	2:	2:	:BRUDZINSKI, T J			190 74	051	CUSTOMER SERVICE SUPPORT (FORME
						:KITTRIDGE, S A			190 74	051	CUSTOMER SERVICE SUPPORT (FORME
EAS-16	SMALL BUSN SPC		23700199:	1:	:	-1:VAC:VACANT			090 70	051	CUSTOMER SERVICE SUPPORT (FORME
EAS-16	SUPV BUS MAIL ENTRY		23456055:	3:	2:	-1:VAC:CHASE, J H			090 70	017	BUSINESS MAIL ENTRY MGMT UNIT
						:VALLEE, J J			190 04	055	ADDRESS INFORMATION SYSTEMS
EAS-15	ADDRS MGMT SYS SPC		23104014:	4:	3:	-1:VAC:BRISO, T T			190 04	055	ADDRESS INFORMATION SYSTEMS
						:CONE JR, A G			190 04	055	ADDRESS INFORMATION SYSTEMS
EAS-15	BUSINESS ML ENTRY A		23454019:	1:	1:	:LOFTUS, N A			190 04	055	ADDRESS INFORMATION SYSTEMS
EAS-15	EMPLY IN MODIFIED		03010210:	1:	2:	:MORAN, M W			190 79	051	CUSTOMER SERVICE SUPPORT (FORME
						:2:NAU:BOHACS, J M			190 69	054	OPERATIONS PROGRAMS SUPPORT(054
EAS-15	EXPEDITED SVC SPCIS		23456056:	2:	1:	:FAITH, S W			090 84	056	POST OFFICE OPERATIONS
EAS-15	HUMAN RESOURCES SPC		02015117:	13:	11:	-1:VAC:JYZ, J T			090 70	051	CUSTOMER SERVICE SUPPORT (FORME
						-2:VAC:BAMPOS, C S			190 66	016	HUMAN RESOURCES
						:BRAMHALL, A R			190 65	016	HUMAN RESOURCES
						:CALLAHAN, L J			190 66	016	HUMAN RESOURCES
						:DEFFO, R J			190 62	016	HUMAN RESOURCES
						:FORGUE, P M			190 62	016	HUMAN RESOURCES
						:LIKINSKY, J			190 62	016	HUMAN RESOURCES
						:MANNILA, P E			190 65	016	HUMAN RESOURCES
						:MURRAY, S A			190 62	016	HUMAN RESOURCES
						:O'REILLY, C M			190 67	016	HUMAN RESOURCES
						:ROBERTS GRATE, S L			190 66	016	HUMAN RESOURCES
						:SONDEJ II, W J			190 63	016	HUMAN RESOURCES
EAS-15	INFO SYSTEMS COORD		03305017:	1:	1:	:ROOT, K L			190 84	053	MANAGEMENT INFORMATION SYSTEMS
EAS-15	MAILPIECE DESIGN AN		23455033:	2:	2:	:DEIS, C A			190 72	051	CUSTOMER SERVICE SUPPORT (FORME
						:LAVIGNE, L J			190 72	051	CUSTOMER SERVICE SUPPORT (FORME
EAS-15	MATERIEL MGMT SPCIS		20035036:	1:	1:	:WILCZINSKI, R J			190 82	052	ADMINISTRATIVE SUPPORT (FORMERL
EAS-15	STAT PROGS SPC		15300003:	1:	1:	:O'BRIEN, E M			090 50	004	FINANCE
EAS-15	SUPV ACCT PAPER		05306009:	1:	1:	:MCGUILL, R E			090 70	051	CUSTOMER SERVICE SUPPORT (FORME
EAS-13	CUSTOMER SVC REPRS		23454018:	1:	1:	:HERBERT, E V			190 72	051	CUSTOMER SERVICE SUPPORT (FORME
EAS-12	SECRETARY (FLD)		03180007:	2:	2:	:BRAYLEY, D H			190 62	016	HUMAN RESOURCES
						:BROWN, D L			190 82	002	DISTRICT MANAGER - CUSTOMER SER

MA-I: NORTHEAST AREA

POS GRADE	OCC CDE TITLE	OCCUP CDE	TOT : ATH	TOT : O/R	STAFF : VARANCE	STF : CND	EMPLOYEE NAME	DES ID	P/R	PAY LOCATION DESCRIPTIONS
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SPRNGFLD(MA) CUST SVC DIST OFC 10000000 INSTALLATION HEAD 24-7823

EAS-11	EMPL MOD ASSIGN (NE 03010208)	:	:	2 :	:	:	2:NAU:FLEBOTTE, C M	190	66	016 HUMAN RESOURCES
EAS-11	HUMAN RESOURCES ASC 02015112	:	:	1 :	:	:	MULLEN, J D	190	67	051 CUSTOMER SERVICE SUPPORT (FORME
EAS-11	SECRETARY 03182041	:	:	4 :	:	:	MASSIE, M A	190	61	016 HUMAN RESOURCES
		:	:	:	:	:	4:NAU:ABERNATHY, E M	190	78	051 CUSTOMER SERVICE SUPPORT (FORME
		:	:	:	:	:	GATES, G C	190	82	056 POST OFFICE OPERATIONS
		:	:	:	:	:	HEYLIN, E A	190	08	054 OPERATIONS PROGRAMS SUPP(054
		:	:	:	:	:	LAW, S	190	56	004 FINANCE

ORGAN TOTAL: 105: 92: -13:

SPRNGFLD(MA) CUST SVC DIST OFC 32000000 VEHICLE PROGRAMS (HOST VMF) 24-7824

EAS-20	MGR VEHICLE MAINT 21507038	:	:	1 :	:	:	BEAUDOIN, J S	053	30	094 VMF - OFFICE PERSONNEL
EAS-17	SUPV VEH MAINT 58230007	:	:	1 :	:	:	STANEK, G A	053	30	094 VMF - OFFICE PERSONNEL

ORGAN TOTAL: 2: 2: :

MGT AREA-II TOTAL: 107: 94: -13:

MGT AREA-I TOTAL: 107: 94: -13:

MA-I: PACIFIC AREA

MA-II: SAN JOSE PFC AREA

POS GRADE	OCC CDE TITLE	OCCUP CDE	TOT : ATH	TOT : O/R	STAFF : VARANCE	STF : CND	EMPLOYEE NAME	DES ID P/R	PAY LOCATION DESCRIPTIONS
SAN JOSE CUST SVC DIST ORC 10000000 INSTALLATION HEAD 05-6837									
EAS-25	DISTRICT MANAGER	03407122:	1:	1:	:	:	BROWN, K K	090 80 206	DIST MGR MGMT UNIT
EAS-24	MGR POST OFFC OPER	23017137:	1:	1:	:	:	VASQUEZ, S	090 81 207	FIELD OPERATIONS (EAS ONLY)
EAS-24	MGR FIN (DIST OFFC)	05057063:	1:	1:	:	:	MARX, L A	090 50 201	FINANCE (SUPERVISOR)
EAS-24	MGR HUMAN RESOURCES	02017095:	1:	1:	:	:	WHITE, H J	090 60 202	HUMAN RESOURCE (SUPERVISOR)
EAS-24	MGR MARKETING (DIST)	23700196:	1:	1:	:	:	MENESES, L R	090 70 054	BUSINESS CENTER (SUPERVISOR) (WL)
EAS-24	MGR OPERTS PROGS	23107037:	1:	1:	:	:	ACKERMAN, C M	090 01 060	DELIVERY & RETAIL (SUPERVISOR)
EAS-23	MGR PO OPERATIONS	23010009:	1:	1:	:	:	ELINBURG, P L	090 81 207	FIELD OPERATIONS (EAS ONLY)
EAS-21	MGR ADMIN SERVICES	03427031:	1:	1:	:	:	-1: VAC: VACANT		
EAS-21	MGR BUD/FTN ALSDIST	05600006:	1:	1:	:	:	BADILLA, B M	090 50 201	FINANCE (SUPERVISOR)
EAS-21	MGR INFO SYSTEMS	03307056:	1:	1:	:	:	KAUZ, M W	090 81 200	MIS - MANAGEMENT INFO SYS (SUPV.)
EAS-21	MGR INTERNAL CTRLS	05050069:	1:	1:	:	:	LOOSE, E F	090 50 201	FINANCE (SUPERVISOR)
EAS-21	MGR LABOR RELATIONS	02330010:	1:	1:	:	:	JOHNSON, S M	090 60 202	HUMAN RESOURCE (SUPERVISOR)
EAS-21	MGR PERSONNEL SVCS	02010029:	1:	1:	:	:	CROTEAU, C A	090 60 202	HUMAN RESOURCE (SUPERVISOR)
EAS-21	MGR VEHICLE MAINT	21507039:	1:	1:	:	:	HARADA, D K	053 30 600	SUPV - VME
EAS-21	WKPL IMPRO ANALYST	02300008:	1:	1:	:	:	NAKAMURA, R Y	190 63 202	HUMAN RESOURCE (SUPERVISOR)
EAS-20	ARCHITECT/ENGINEER	08083020:	1:	1:	:	:	-1: VAC: VACANT		
EAS-20	MGR BSN OPS/DISTRICT	23700258:	1:	1:	:	:	-1: VAC: VACANT		
EAS-20	MGR BUS MAIL ENTRY	23457051:	1:	1:	:	:	GONZALES, L V	090 70 245	MAIL CLASSIFICATION (SUPERVISOR)
EAS-20	MGR DEL & CS PROG	23100015:	1:	1:	:	:	MITSUMORI, V T	090 01 060	DELIVERY & RETAIL (SUPERVISOR)
EAS-19	BUDGET/FNCL ANL (DS)	05045022:	2:	2:	:	:	LIJ, B C	190 54 201	FINANCE (SUPERVISOR)
EAS-19	DIV DEV SPEC (FLD)	01605056:	1:	1:	:	:	TYLER, E C	190 54 201	FINANCE (SUPERVISOR)
EAS-19	ENVIRO COMPL COORD	08195003:	1:	1:	:	:	LEW, J	190 82 202	HUMAN RESOURCE (SUPERVISOR)
EAS-19	INTERNAL CTRL ANLY	05050070:	2:	2:	:	:	-1: VAC: VACANT		
EAS-19	LABOR RELATION SPCL	02335016:	4:	4:	:	:	TAYLOR, M L	190 55 201	FINANCE (SUPERVISOR)
EAS-19	MGR ADD MGMT SYST	23107036:	1:	1:	:	:	WILSON, F S	190 61 202	HUMAN RESOURCE (SUPERVISOR)
EAS-19	MGR EEO DISPUTE RES	02600011:	1:	1:	:	:	DUKE, D W	190 61 202	HUMAN RESOURCE (SUPERVISOR)
EAS-19	MGR INJURY COMP	02300004:	1:	1:	:	:	MEDLIN, P S	190 61 202	HUMAN RESOURCE (SUPERVISOR)
EAS-19	MGR RTL (DIST)	23700052:	1:	1:	:	:	PONCE, C M	190 61 202	HUMAN RESOURCE (SUPERVISOR)
EAS-19	MGR SAFETY & HEALTH	00180009:	1:	1:	:	:	RODRIGUEZ, N	190 61 202	HUMAN RESOURCE (SUPERVISOR)
EAS-19	MGR TRAINING	02350008:	2:	2:	:	:	-1: VAC: VACANT		
EAS-19	MGR VHCL MAINT FCLT	21507044:	2:	2:	:	:	KUNISHIGE, N S	090 60 202	HUMAN RESOURCE (SUPERVISOR)
EAS-19	MGR . . TACS OPER.	05900003:	1:	1:	:	:	WARNEY, T J	090 60 202	HUMAN RESOURCE (SUPERVISOR)
EAS-18	FIN SYS COORD	05055051:	1:	1:	:	:	FUJII, P M	090 70 054	BUSINESS CENTER (SUPERVISOR) (WL)
EAS-18	MGR CON AFFRS & CLM	23456052:	1:	1:	:	:	NEVIN, C E	090 60 202	HUMAN RESOURCE (SUPERVISOR)
EAS-18	MGR STAT PROGRAMS	15300008:	1:	1:	:	:	DICKSON, G D	090 60 202	HUMAN RESOURCE (SUPERVISOR)
EAS-18	OCCUP HEALTH NURSE	06100001:	1:	1:	:	:	CALDWELL, M J	053 30 032	VEHICLE OPERATIONS VEHICLE MAIN
EAS-17	ADDRS MGMT SYS SPEC	23104013:	1:	1:	:	:	SALCIDO, J S	053 30 601	VME -05-0466
EAS-17	DELIVERY/RETAIL ANL	23105026:	2:	2:	:	:	YAMADA, A C	090 50 201	FINANCE (SUPERVISOR)
EAS-17	EEO DISPUTE RES SPE	02600012:	2:	2:	:	:	-1: VAC: VACANT		
							ARROYO, J	190 64 202	HUMAN RESOURCE (SUPERVISOR)
							YACAP, M	190 64 202	HUMAN RESOURCE (SUPERVISOR)

MA-I: PACIFIC AREA
 MA-II: SAN JOSE PFC AREA

POS	OCC CDE	OCCUP	TOT	TOT	STAFF	STF	EMPLOYEE	DES	LD	P/R	PAY	LOCATION
GRADE	TITLE	CDE	ATH	O/R	VARANCE	CND	NAME	ATV	CD	P/L	DESCRIPTION	
SAN JOSE CUST SVC DIST OFC 10000000 INSTALLATION HEAD 05-6837												
EAS-17	FACILITIES SPEC	16013008:	1:	1:	:	:	ARMSTRONG, J L	190	85	056	ADMIN.SUPPORT (SUPERVISOR)	
EAS-17	HUMAN RESOURCES SPC	02015118:	4:	4:	:	:	ANDERSON, G J	190	62	202	HUMAN RESOURCE (SUPERVISOR)	
							CHAHAL, I S	190	62	202	HUMAN RESOURCE (SUPERVISOR)	
							MENDOZA, D	190	62	202	HUMAN RESOURCE (SUPERVISOR)	
							PLUMMER, L B	190	62	202	HUMAN RESOURCE (SUPERVISOR)	
EAS-17	INFO SYSTEMS SPC	03305016:	1:	1:	:	:	KNOBELICH, D R	190	84	200	MIS - MANAGEMENT (SUPERVISOR)	
EAS-17	INTERNAL CTRL ANLY	05050071:	3:	3:	:	:	ANDREOZZI, R M	190	55	201	FINANCE (SUPERVISOR)	
							BLACKWOOD, J E	190	55	201	FINANCE (SUPERVISOR)	
							CELANO, F J	190	55	201	FINANCE (SUPERVISOR)	
EAS-17	OPRN QULTY IMPR SPC	19104015:	1:	1:	:	:	MEAGHER, J W	190	02	060	DELIVERY & RETAIL (SUPERVISOR)	
EAS-17	PURCHASING SPEC	11025047:	1:	1:	:	:	OBALK III, R	190	83	056	ADMIN.SUPPORT (SUPERVISOR)	
EAS-17	SUPV VEH MAINT	582330007:	2:	2:	:	:	MCCLELLAN, W W	053	30	600	SUPV-VMF	
							REYES, C V	053	30	600	SUPV-VMF	
							HORIUCHI JR, J	053	30	600	SUPV-VMF	
EAS-17	SUPV VEH SUPPLIES C	20036025:	1:	1:	:	:	GONZALES JR, E S	190	84	200	MIS - MANAGEMENT INFO SYS (SUPV.	
EAS-17	TELECOM SPEC (FLD)	03935001:	1:	1:	:	:	HAYES, T M	190	09	060	DELIVERY & RETAIL (SUPERVISOR)	
EAS-16	CUST SRVCS ANALYST	23105027:	7:	5:	:	:	JAGEMAN, F J	190	09	060	DELIVERY & RETAIL (SUPERVISOR)	
							SAKAGUCHI, C Y	190	09	060	DELIVERY & RETAIL (SUPERVISOR)	
							SPRATLING, F L	190	09	060	DELIVERY & RETAIL (SUPERVISOR)	
							YEAGER, S L	190	09	060	DELIVERY & RETAIL (SUPERVISOR)	
EAS-16	CUST SVC REPRESENTA	23455034:	1:	1:	:	:	SAUL, R A	190	72	054	BUSINESS CENTER (SUPERVISOR) (WL	
EAS-16	MAILING STAND.SPEC.	23450022:	2:	2:	:	:	BACA, S R	090	70	245	MAIL CLASSIFICATION (SUPERVISOR)	
							MURRAY, S F	190	09	060	DELIVERY & RETAIL (SUPERVISOR)	
							HAR, S J	190	74	054	BUSINESS CENTER (SUPERVISOR) (WL	
							-1:VAC:GISHI, S A					
							-1:VAC:VACANT					
							AN, J W	090	70	245	MAIL CLASSIFICATION (SUPERVISOR)	
							POTTS, J L	090	70	245	MAIL CLASSIFICATION (SUPERVISOR)	
							BEEDARD, D B	190	04	052	AIS (SUPERVISOR) (WLG)	
							BURGESS, M R	190	04	052	AIS (SUPERVISOR) (WLG)	
							BURNS, J E	190	04	052	AIS (SUPERVISOR) (WLG)	
							DUNCAN, D C	190	04	052	AIS (SUPERVISOR) (WLG)	
							LEE, J B	190	04	052	AIS (SUPERVISOR) (WLG)	
							MORRISH, S T	190	04	052	AIS (SUPERVISOR) (WLG)	
							RAINES, S N	190	04	052	AIS (SUPERVISOR) (WLG)	
EAS-15	BUSINESS ML ENTRY A	23454019:	1:	1:	:	:	BURNS JR, R R	190	79	245	MAIL CLASSIFICATION (SUPERVISOR)	
EAS-15	EXPEDITED SVC SPLS	23456056:	2:	2:	:	:	BRYAN, P A	090	70	054	BUSINESS CENTER (SUPERVISOR) (WL	
							SMELL, P A	090	70	054	BUSINESS CENTER (SUPERVISOR) (WL	
EAS-15	HUMAN RESOURCES SPC	02015117:	20:	17:	:	:	-3:VAC:AYALA, E J	190	66	202	HUMAN RESOURCE (SUPERVISOR)	
							BAZNER, R	190	62	202	HUMAN RESOURCE (SUPERVISOR)	
							BERG, G J	190	65	202	HUMAN RESOURCE (SUPERVISOR)	
							CHANG, C Y	190	62	202	HUMAN RESOURCE (SUPERVISOR)	
							COOPER, L J	190	65	202	HUMAN RESOURCE (SUPERVISOR)	
							CRISTOBAL, L E	190	66	202	HUMAN RESOURCE (SUPERVISOR)	
							DAVIS, M J	190	63	202	HUMAN RESOURCE (SUPERVISOR)	
							DOMINGO, M T	190	66	202	HUMAN RESOURCE (SUPERVISOR)	

MA-I: PACIFIC AREA

MA-II: LONG BEACH PFC AREA

POS OCC CDE OCCUP : TOT : TOT : STAFF : STF : EMPLOYEE
 GRADE TITLE CDE : ATH : O/R : VANCE: CND: NAME

LONG BEACH CUST SVC DIST OFC 10000000 INSTALLATION HEAD 05-4485

POS	OCC CDE	OCCUP	TOT	TOT	STAFF	STF	EMPLOYEE	DES	LD	P/R	PAY	LOCATION
GRADE	TITLE	CDE	ATH	O/R	VANCE	CND	NAME	ATV	CD	P/L	DESCRIPTION	DESCRIPTION
PCES-1	DISTRICT MANAGER	03407122:	1:	1:	:	:	SHAPIRO, D P	090	80	099	DIST MGR	
EAS-25	MGR POST OFFC OPER	23017137:	3:	2:	-1:	VAC:	CULLEN JR, J A	090	81	090	PO OPBNS	
EAS-24	MGR FIN (DIST OFFC)	05057063:	1:	1:	:	:	OKUMURA, V K	090	81	090	PO OPBNS	
EAS-24	MGR HUMAN RESOURCES	02017095:	1:	1:	:	:	STERNBERG, M F	090	50	050	FINANCE MGMT UNIT	
EAS-24	MGR MARKETING (DIST)	23700196:	1:	1:	:	:	DANON, D A	090	60	060	LABOR RELATIONS	
EAS-24	MGR OPERBNS PROGS	23107037:	1:	1:	:	:	WILSON, J C	090	70	047	CONSUMER AFFAIRS, MARKETING, ET	
EAS-21	MGR ADMIN SERVICES	03427031:	1:	1:	-1:	VAC:	VACANT					
EAS-21	MGR BUD/FIN ALSDIST	05600006:	1:	1:	:	:	PARK, N E	090	81	057	ADMIN SUPPORT UNIT	
EAS-21	MGR INFO SYSTEMS	03307056:	1:	1:	:	:	THOMAS, D P	090	50	050	FINANCE MGMT UNIT	
EAS-21	MGR INTERNAL CTBLS	05050069:	1:	1:	:	:	MASTREN, D L	090	81	051	INFORMATION SYSTEMS	
EAS-21	MGR LABOR RELATIONS	02330010:	1:	1:	:	:	MASSENGILL, C J	090	50	050	FINANCE MGMT UNIT	
EAS-21	MGR PERSONNEL SVCS	02010029:	1:	1:	:	:	ETCHEPARE, M L	090	60	061	LABOR RELATIONS	
EAS-21	WKPL IMPROV ANALYST	02300008:	1:	1:	:	:	PRICE, J S	090	60	063	PERS SVCS	
EAS-20	ARCHITECT/ENGINEER	09083020:	1:	1:	:	:	COFFEY HARRIS, L M	190	63	064	SAFETY	
EAS-20	MGR BSN OPS/DISTRIC	23700258:	1:	1:	:	:	SAKATANI, T S	190	85	057	ADMIN SUPPORT UNIT	
EAS-20	MGR BUS MAIL ENTRY	23457051:	1:	1:	:	:	ENRIQUEZ, R R	090	70	048	COMM ACCOUNTS	
EAS-20	MGR DEL & CS PROG	23100015:	1:	1:	-1:	VAC:	VACANT					
EAS-19	BUDGET/FNCL ANL (DS)	05045022:	2:	1:	-1:	VAC:	MONTE, W L	190	54	050	FINANCE MGMT UNIT	
EAS-19	DIV DEV SPEC (FLD)	01605056:	1:	1:	:	:	SCOTT, L S	190	82	060	LABOR RELATIONS	
EAS-19	ENVTRIO COMPL COORD	08195003:	1:	1:	:	:	DOYLE, T E	190	55	050	FINANCE MGMT UNIT	
EAS-19	INTERNAL CTRL ANMLY	05050070:	2:	2:	-1:	VAC:	VACANT					
EAS-19	LABOR RELATION SPCL	02335016:	5:	5:	:	:	GARCIA, C M	190	55	050	FINANCE MGMT UNIT	
EAS-19	MGR ADD MGMT SYST	23107036:	1:	1:	:	:	CASTRELION, D A	190	61	061	LABOR RELATIONS	
EAS-19	MGR EEO DISPUTE RES	02600011:	1:	1:	:	:	ENGLISH, D H	190	61	061	LABOR RELATIONS	
EAS-19	MGR INJURY COMP	02300004:	1:	1:	:	:	HARRIS, J M	190	61	061	LABOR RELATIONS	
EAS-19	MGR RTL (DIST)	23700052:	1:	1:	:	:	POOL, W R	190	61	061	LABOR RELATIONS	
EAS-19	MGR SAFETY & HEALTH	00180009:	1:	1:	:	:	SANDERS, W B	190	67	061	LABOR RELATIONS	
EAS-19	MGR TRAINING	02350008:	1:	1:	:	:	WENDOZA, Y V	090	60	060	LABOR RELATIONS	
EAS-19	MGR SAFETY & HEALTH	00180009:	1:	1:	:	:	WARD, A J	090	60	062	INJURY COMPENSATION	
EAS-19	MGR TRAINING	02350008:	1:	1:	:	:	DOYLE, K A	090	70	047	CONSUMER AFFAIRS, MARKETING, ET	
EAS-19	MGR SAFETY & HEALTH	00180009:	1:	1:	:	:	ELLINGSON, P M	090	60	064	SAFETY	
EAS-19	MGR TRAINING	02350008:	1:	1:	:	:	RUBIO, L R	090	60	067	PEDC	
EAS-19	MGR SAFETY & HEALTH	00180009:	1:	1:	:	:	HENDER, S	090	50	092	PSDS - TOUR II	
EAS-18	FIN SYS COORD	05055051:	1:	1:	:	:	HENRY, S A	190	52	050	FINANCE MGMT UNIT	
EAS-18	MGR CON AFFRS & CLM	23456052:	1:	1:	:	:	HILL, P A	090	70	047	CONSUMER AFFAIRS, MARKETING, ET	
EAS-18	MGR STAT PROGRAMS	15300008:	1:	1:	:	:	EVINK, K D	090	50	054	STAT PROGS	
EAS-18	OCCPU HEALTH NURSE	06100001:	1:	1:	-1:	VAC:	VACANT					
EAS-17	ADDRES MGMT SYS SPEC	23104013:	1:	1:	:	:	HESS, D J	190	04	039	ADDRESS INFORMATION SYSTEMS	
EAS-17	DELIVERY/RETAIL ANL	23105026:	1:	1:	:	:	CHRISTIAN, A W	190	09	045	OPBNS PROGRAMS SUPPORT	
EAS-17	EEO DISPUTE RES SPE	02600012:	2:	2:	:	:	HAMILTON, H M	190	64	060	LABOR RELATIONS	
EAS-17	FACILITIES SPEC	16013008:	1:	1:	:	:	LANK JR, D J	190	64	060	LABOR RELATIONS	
EAS-17	HISPANIC PROG SPEC	02600001:	1:	1:	:	:	COOKS, H R	190	85	057	ADMIN SUPPORT UNIT	
EAS-17	HUMAN RESOURCES SPC	02015118:	3:	3:	:	:	LARA, M P	190	82	060	LABOR RELATIONS	
EAS-17	HUMAN RESOURCES SPC	02015118:	3:	3:	:	:	HOWELL, K S	190	62	063	PERS SVCS	

MA-I: PACIFIC AREA

MA-II: LONG BEACH PFC AREA

 POS OCC CDE OCCUP : TOT : TOT : STAFF : STP : EMPLOYEE
 GRADE TITLE CDE : ATH : O/R : VANCE : CMD : NAME

LONG BEACH CUST SVC DIST OFC 10000000 INSTALLATION HEAD 05-4485

POS	OCC CDE	OCCUP CDE	TOT	ATH	O/R	STAFF VANCE	STP CMD	EMPLOYEE NAME	DES ID	P/R	PAY LOCATON	
EAS-17	HUMAN RESOURCES SPC	02015118:	3:					JONNUM, S B	190	62	063	PERS SVCS
EAS-17	INFO SYSTEMS SPCLST	03305016:	1:					KNAPP, J F	190	62	063	PERS SVCS
EAS-17	INTERNAL CTRL ANLY	05050071:	2:					SUZUKI, P M	190	84	051	INFORMATION SYSTEMS
EAS-17	OPRN QULTY IMPR SPC	19104015:	1:					-1:VAC:DAVILLIER, A	190	55	050	FINANCE MGMT UNIT
EAS-17	PURCHASING SPC	11025047:	1:					COX, C L	190	02	045	OPRNS PROGRAMS SUPPRT
EAS-17	TELECOM SPC (PLD)	03935001:	1:					MARTINEZ, T L	190	83	057	ADMIN SUPPRT UNIT
EAS-16	CUST SRVCS ANALYST	23105027:	7:					VIRAY, B R	190	84	051	INFORMATION SYSTEMS
								-2:VAC:HACKETT, D R	190	09	045	OPRNS PROGRAMS SUPPRT
								JUST, K R	190	09	045	OPRNS PROGRAMS SUPPRT
								LOPEZ, D E	190	09	045	OPRNS PROGRAMS SUPPRT
								THOMPSON, L L	190	09	045	OPRNS PROGRAMS SUPPRT
								YONEMURA, S S	190	09	045	OPRNS PROGRAMS SUPPRT
EAS-16	CUST SVC REPRESENTA	23445034:	1:					OUTLAW, B	190	72	048	COMM ACCOUNTS
EAS-16	MAILING STAND SPEC.	23445022:	1:					KOHL, L M	090	70	046	BUSINESS MAIL ACCEPTANCE
EAS-16	OPER SUPP SPC	23405045:	1:					GRAY, M P	190	09	045	OPRNS PROGRAMS SUPPRT
EAS-16	RETAIL SPECIALIST	23445030:	2:					BRADY, L J	190	74	047	CONSUMER AFFAIRS, MARKETING, ET
								KELLY, P A	190	74	047	CONSUMER AFFAIRS, MARKETING, ET
EAS-16	SMALL BUSN SPC	23700139:	1:					-1:VAC:VACANT	090	70	021	BUSINESS ML ENTRY
EAS-16	SUPV BUS MAIL ENTRY	234456055:	3:					-1:VAC:GRINE, P K	090	70	021	BUSINESS ML ENTRY
								WASHINGTON, D K	190	04	039	ADDRESS INFORMATION SYSTEMS
EAS-15	ADDRS MGMT SYS SPC	23104014:	7:					-1:VAC:ALMEIDA, K M	190	04	039	ADDRESS INFORMATION SYSTEMS
								HARTMAN, R I	190	04	039	ADDRESS INFORMATION SYSTEMS
								PENDLETON, H	190	04	039	ADDRESS INFORMATION SYSTEMS
								REITTER, J	190	04	039	ADDRESS INFORMATION SYSTEMS
								ROFE, J	190	04	039	ADDRESS INFORMATION SYSTEMS
								STAIGER, B A	190	04	039	ADDRESS INFORMATION SYSTEMS
								BROOKS, S L	190	79	046	BUSINESS MAIL ACCEPTANCE
EAS-15	BUSINESS ML ENTRY A	23445019:	1:					-1:VAC:VACANT	190	62	063	PERS SVCS
EAS-15	EXPEDITED SVC SPCIS	234456056:	1:					-3:VAC:BRUMBELOW, B A	190	66	062	PERS SVCS
EAS-15	HUMAN RESOURCES SPC	02015117:	24:					BUNN, M D	190	66	062	INJURY COMPENSATION
								BURGIN, J K	190	65	067	PEDC
								CARMOUCHE, J	190	63	064	SAFETY
								COOPER, R J	190	65	067	PEDC
								CRITCHFIELD, L C	190	62	063	PERS SVCS
								HALL, J M	190	63	064	SAFETY
								HARRIS, L L	190	61	061	LABOR RELATIONS
								MORENO, S L	190	62	063	PERS SVCS
								DENNINGTON, F A	190	62	063	PERS SVCS
								PIGEON, C M	190	65	067	PEDC
								RICHARDSON, P R	190	66	062	INJURY COMPENSATION
								ROGERS, P A	190	62	063	PERS SVCS
								ROSSHOLLINQUEST, N L	190	65	067	PEDC
								SALIDO, J R	190	63	064	SAFETY
								SMITH, L J	190	62	063	PERS SVCS
								SOLIS, P M	190	66	062	INJURY COMPENSATION
								TURNER, D J	190	62	063	PERS SVCS

