



February 09 Tip of the Month

January Tip of the Month discussed some of the information you need in case you have to exercise recourse on your EOY rating. Below is the timeline that has come out for this year's process. Remember this is for CORE scores only. You can use recourse for one or both of the scores. By now your evaluator should have contacted you, if not your ratings are now available in PES.

The Ratings Recourse Process for Fiscal Year 2008 began on February 6, 2009 and continues through March 22, 2009.

All PFP eligible EAS employees will be able to view their ratings for FY 2008 on February 6. The Ratings Recourse process allows employees who disagree with their core requirement rating(s) to document their concerns; they are allowed to submit a rating recourse change request to their evaluation within the Performance Evaluation System (PES). There is no paperwork to complete; all rating recourse change requests are done online within PES. It is important to note that the request must impact the Employee's Overall Performance Rating.

The FY 08 Ratings Recourse process runs from February 6, 2009 to March 22, 2009. Employees requesting a ratings recourse change to their FY 08 ratings process must enter their request in the PES by March 22.

On another issue, I am now getting information that the first dollar rate adjustments to Salaries and Benefits are being input in some Districts across the country. This will show up in line 27 or 29, depending on whether it is a Field adjustment or a Headquarters adjustment. This adjustment can be a bit shocking, but sometimes actually improves the Postmasters TOE score. At the same time Postal Headquarters has given the Areas a field adjustment due to the shortfall in revenue. This adjustment is totally separate from the dollar rate adjustment and is substantial to many Districts. As always, how the Areas pass this adjustment down to the Districts and how the Districts pass it down to the individual offices, determines the fairness and equity to the process.

What should you be doing? Review your yearly workhour plan *frequently* for changes (remember my advice is to always print your original FY workhour plan along with your September 09 Financial Performance Plan (FPR) at the beginning of the year so you have something to compare it to). Review your FPR for the line 27 and 29 adjustment and look for problems; i.e. not enough administrative dollars (line 18) to cover the Postmaster basic wages. Look at the **Personal Statement of Benefits** (PS Form 8028) this form that comes to your home is good guide to make a comparison on this line item. On the front page under “Your Total Compensation (Pay and Benefits)” is your salary and benefit total. See how this line compares to your administrative line. Review all your FPR non personnel lines, especially lines 31-34 for changes to plan. Is there enough left to cover the basic expenses in your office?

Lastly....Yes... they can make the changes. It would be great had they shared these changes with you and the reasons why they were necessary, but that does not always happen. You need to know where the cuts are and how big the adjustment is. Comparison shop with your neighboring Postmasters to see if there is equity in

the adjustments. Prepare for midyear and have a candid discussion with your evaluator on how these adjustments were made.

Always remember that the LEAGUE is working to right the wrongs with the NPA program. As hard as it is, stay focused on why we exist, service to our customers and we will all be better because of it.