



Joint Statement by the National Association of
Postmasters of the United States
And
The National League of Postmasters of
The United States

August 30, 2007

After 10 months of work by the Postmaster Organizations, and pay consultations that spanned about 6 month, the League, Napus and the Postal Service have come to agreement on a pay package for Postmasters. As you know, actual pay increases are governed by how a Postmaster scores on the Pay-for-Performance process. This system will remain in place. Currently, PFP Core requirement ratings are done using a representative score of 0,6,11, or 14. Beginning in FY08, these individual core requirement rating options will encompass the full range of the 1 through 15 point rating matrix.

A Postmaster's pay will increase by the percentage earned through the Pay-for-Performance Program. The change to the minimums and maximums of all EAS grades will be 2% for FY08 and FY09, and 2.25% for FY10 and FY11. This is significant in light of the fact that the Postal Service is mandated to operate under the Consumer Price Index (CPI). The average increase to a Postmaster's pay last year was about 5%. The raise to the minimum in EAS grades was the first in about 10 years.

From 2008 through 2011, the Postal Service's contribution to a Postmaster's Federal Employee Health Benefit Program will be reduced by 1% per year. This is in line with the reductions experienced by craft employees through their contracts negotiated this year.

In addition to the other pay issues, the organizations were pleased that we were able to preserve a benefit that is good for the Postal Service and Postmasters and that benefit is our 5 days of Convention Leave.

Starting in FY2008, Postmasters will be allowed to use Administrative Leave for bone marrow, stem cell, blood platelet and organ donations. In addition, EAS employees may be granted bereavement in the event of the death of a family member.

While no agreement was reached on pay and training for PMRs, The Postal Service has committed to consult with Postmasters regarding this extremely important issue.

No agreement was reached on Workload Service Credits (WSCs) but Postmaster General Jack Potter has promised the Postmaster Organizations that the Postal Service will continue to work with Postmasters to come up with an acceptable plan. Additionally, the Postal Service has agreed to convene a work group to develop recommendations for policy change for the use of privately owned vehicles.

Postmasters from all over country, especially the pay team of Napus representatives Dale Goff, Ken Engstrom and Hugh Hager and League representatives Charley Mapa, Mark Strong and Steve Lenoir, worked long and hard on this pay package. It is a credit to both organizations that this group worked so well together on behalf of Postmasters everywhere.