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NAPS Newsbreak

NAPS Approves USPS EAS Pay Decision Thru May 20, 2023

The National Association of Postal Supervisors (NAPS) engaged in consultation with the U.S. Postal Service since April 22, 2021 over changes in pay policies and schedules and fringe benefits for employees of the Executive and Administrative Schedule (EAS) represented by NAPS from FY2020-2023.

On August 23, 2021, NAPS Headquarters received the Postal Service's final pay decision for supervisors, managers, HQ-reporting personnel and other managerial personnel represented by NAPS through May 20, 2023.

The NAPS Resident Officers and Executive Board reviewed the pay decision on August 24, 2021 and recognized that the USPS gave full and fair consideration to many of the pay issues of concern to NAPS members. As a result of the USPS pay decision, over 10,000 EAS personnel in customer service-related positions will see salary gains through improvements in the Supervisor Differential Adjustment. Additional features of the USPS pay decision include: a 10-cell pay-for-performance (PFP) system that recognizes individual performance; a doubling in the percentage for an EAS upgrade from 2% to 4%; increased annual leave carryover and buyback hours; minimum and maximum salary level increases; and the continuation of current levels in EAS employee health insurance premiums. In addition, USPS agreed to establish Joint USPS/NAPS Work Teams to improve the PFP system, supervisory staffing, upgrades of designated EAS positions, and premium pay. The pay decision covers pay policies and schedules and fringe benefits for EAS employees represented by NAPS through May 20, 2023.

NAPS looks forward to the start-up of the Work Teams to address the pay issues identified in the USPS pay decision. The USPS Pay Decision is posted on the NAPS website at www.naps.org

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