

EAS Pay Package

Fiscal Years 2007-2010 Performance Field EAS Employees

1. Pay-for-Performance

Under the EAS Pay-for-Performance Program, employee performance will continue to be measured under a 15-point rating system, with different pay increases established at each of the 15-point ratings. The pay increases associated with the different ratings are shown below:

Non-Contributor		Contributor		High Contributor		Exceptional Contributor	
(3)	0%	(6)	3.5%	(9)	6.5%	(12)	9.5%
(2)	0%	(5)	3%	(8)	5.75%	(11)	8.75%
(1)	0%	(4)	2.5%	(7)	5%	(10)	8%
						(13)	10.25%

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

2. Revised Composite Weights

Recognizing the impact of certain management positions, certain managers, including EAS installation heads, functional managers in districts and plants, managers of supervisors and managers of Customer Service, EAS-22 and above, will have the following composite formula, beginning with the FY 2008 NPA/PPP Program:

Field Management;
NPA (Corporate/Unit)90%
PPP (Cores)10%

3. Full Flexibility in PFP Core Requirements Ratings

Currently, evaluators assign individually weighted core requirement ratings for the various field EAS and EAS postmaster performance pay programs using a representative rating score (i.e., 0, 6, 11 and 14) for each of the adjective categories, reflecting an individual's progress toward achieving objectives set at the beginning of the year.

Beginning with FY 2008, such individual core requirements rating options will encompass the full range of the 1-15-point rating matrix, as applicable within the respective adjective category. The full range allows the evaluator flexibility in distinguishing differences in performance quality, quantity or timeliness.

4. Refinement of PFP Calculations

Effective with the FY 2007 EAS Pay-for-Performance Program (paid Jan. 5, 2008), pro rata calculations for time spent in an ineligible position or outside USPS employment will be calculated under the Human Capital Enterprise System (HCES), using "days" instead of "pay periods."

The EAS Pay-for-Performance pay rules will be republished to reflect this change. Nonmilitary leave without pay pro rata calculations are not affected by this change because that policy is based on numbers of nonmilitary LWOP hours during the fiscal year.

5. Change in PFP Eligibility Rule

Because employees in career ladder positions and the Management Progression Program for MDOs receive salary increases unrelated to the EAS Pay-for-Performance Program, effective with the FY 2008 Pay-for-Performance plan year, employees in these

programs will no longer be eligible for Pay-for-Performance awards.

Below is the new provision C. Eligibility 3, for the FY 2008 EAS Pay-for-Performance pay rules:

C.3. Certain EAS employees are not eligible for participation in the PFP Program and will be bypassed by PFP processing programs:

- Office of Inspector General
- Postal Regulatory Commission
- Judicial Office employees. However, Judicial Office employees not covered by specific federal salary statutes will be eligible for PFP.
- Postal Inspectors and certain forensics employees. However, forensic employees not in the ISLE schedule will be eligible for PFP.
- Contract employees (e.g., contract doctors)
- Employees of certain structured development programs, including Management Interns, Professional Specialist Interns, Professional Specialist Trainees, Career Ladder and Management Progression Program for MDOs; Professional Specialist Trainees who were assigned to the PST program prior to Oct. 1, 2004; and Career Ladder and Management Progression Program for MDOs prior to Oct. 1, 2007, will continue to be eligible for the Pay-for-Performance Program.

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Federal Law Enforcement Personnel in the Post September 11 Era United States. Congress. House. Committee on Government Reform. Subcommittee on Civil Service and Agency Organization,2004 *Forbidden Economics* William C. Orthwein,2014-11-04 To present the fundamentals of economics as they apply to everyday living These fundamentals can be divided into two groups those for personal economics that guide personal decisions and those for national economics that are presented for use as a guide for voting and background information Page 1 **The Postal Bulletin** ,1978 **U. S. Postal Service** U S Government Accountability Office (G,U. S. Government Accountability Office (,2013-06 Pursuant to a congressional request GAO reviewed the promotion of women and minorities to high level Executive and Administrative Schedule EAS management positions EAS 17 and above in the U S Postal Service USPS focusing on 1 the overall extent to which women and minorities have been promoted to or are represented in EAS 17 and above positions in USPS 2 GAO s observations on the methodology used by a private contractor Aguirre International to study workforce diversity at USPS 3 the status of USPS efforts to address the recommendations contained in the Aguirre report and 4 GAO s analysis of whether USPS could better capture and use data to achieve its diversity objectives

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