



May 14, 2021

Mr. Daniel M. Heins  
National President  
United Postmasters and Managers  
of America  
8 Herbert Street  
Alexandria, VA 22305-2628

Dear Dan:

This is in reference to our ongoing consultation concerning development of FY2021 National Performance Assessment (NPA) indicators and related material and consideration of your recommendations to our proposal.

The recommendations that you provided to Katherine S. Attridge, Vice President Labor Relations included multiple proposals for consideration and were specific to modifying the Pay-for-Performance (PFP) Program for Fiscal Year (FY) 2021 and also included proposals on revision of several NPA indicator targets and thresholds. Lastly, you requested that the Postal Service immediately communicate to non-bargaining employees of the status of the NPA targets, thresholds and scorecards for FY2021.

As discussed with you during a meeting with Ms. Attridge, any recommendations regarding pay for non-bargaining employees is better suited for pay consultation pursuant to Title 39 § 1004 (e). Ms. Attridge and the Postal Service remain committed to our ongoing discussions in pay consultation on the PFP program including discussions on the pay matrix and its relation to pay for non-bargaining employees.

The Postal Service has given full and fair consideration to your recommendations. The NPA targets and thresholds have been revised following consideration of your analysis and input. Communication materials on the FY2021 NPA indicators are being prepared rapidly and will be communicated as soon as possible to all non-bargaining employees.

The enclosed FY2021 NPA indicators and related information constitute the Postal Service's decision in accordance with Title 39 § 1004 (d). Thank you for your participation.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson  
Manager  
Labor Relations Policy Administration

Enclosures