



Performance Evaluation System

FY26 Postmaster Relief/Leave Replacement (PMR) Administrative Rules

October 2026

Performance Evaluation System

FY26 PMR Administrative Rules



MyHR

PMR Annual Salary Adjustments

Annual salary increases are based on performance as measured by the National Performance Assessment (NPA) Composite Score (HQ CRDO) and are processed automatically. The End-of-Year (EOY) FY 2026 Composite Score is rounded and then matched to the corresponding performance rating in the below 10-point scale to determine the percentage of the salary increase. Processing dates follow the guidelines in place for EAS employees. Employees must be on the rolls on the last day of the fiscal year to be eligible for a salary adjustment.

PFP Matrix										
NPA Rating	1	2	3	4	5	6	7	8	9	10
Base Salary Increase	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	5.0%	6.0%	7.5%	9.0%

Administrative Rules

1. Changes in salary rates are based on performance as measured by the National Performance Assessment (NPA) Composite Score (HQ CRDO) and are processed automatically. Employees must be on the rolls on the last day of the fiscal year to be eligible for a salary adjustment. Increases may not exceed the maximum of the salary range. Payment amounts in excess of the maximum salary are not paid in a lump sum.
2. Eligible employees who have salaries below the minimum salary effective January 9, 2027, will be brought to the new minimum salary first, and then have their annual salary adjustment added to the new minimum salary (if applicable) to arrive at their new salary effective January 9, 2027.
3. Employees hired after the last day of the fiscal year, but before the effective date of the adjustment (the “window period”) do not receive a salary adjustment.
4. Newly hired employees are assigned the minimum salary.
5. Employees rehired after a mandatory break in service are assigned their former salary as long as the salary is within the PMR salary schedule range. The “Breaks in Service” requirements must be followed.