



October 7, 2026

Mr. Anthony Leonardi  
National President  
United Postmasters and Managers of America  
8 Herbert Street  
Alexandria, VA 22305-2628

Certified Mail Number:  
9589 0710 5270 0888 3348 81

Dear Tony:

This letter is in reference to the Postal Service's Pay-for-Performance programs. The Pay-for-Performance evaluation rules for non-bargaining employees have been updated for Fiscal Year 2026 and are enclosed for your review.

Enclosed:

- FY26 Performance Evaluation System (PES) Field EAS Pay Rules
- FY26 Performance Evaluation System Postmaster Relief/Leave Replacement (PMR) Administrative Rules
- FY26 Performance HQ/HQ Related Employees Nonbargaining (excluding PCES) Pay Rules

Please contact Daniel Rhim at extension 2502 if you have any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink that reads "Timothy N. Brust".

Timothy N. Brust  
Director  
Labor Relations Policies and Programs

Enclosures