

September 28, 2023

Board Memo 121-2023: NAPS Discussion with USPS That Leads to Changes in NPA Change Out

Executive Board,

NAPS has had recent discussions with USPS concerning proposed changes to the NPA payout metrics for both Field NPA and the expanded HQ NPA HERO process for FY23.

NAPS has made it clear that actions need to be taken to address current shortfalls in the USPS Pay Matrices in light of continued economic shortfalls as well as the August 31, 2023, announcement of an 5.2% (4.7% pay, .5% locality pay) wage increase authorized by President Biden for other Federal employees. The announced pay raise for other Federal employees (5.2%) was the subject of recent discussions between USPS and NAPS Resident Officers.

While we at NAPS have some reservations as to what EOY Budget Flex will be implemented by the USPS that could negate the benefits of this adjustment to the Pay Matrices, NAPS agrees with this proposal.

FY23 Proposed Pay Matrices Adjustments

Current v. Proposed HERO Performance PFP Matrices

Thank you, and be safe.

NAPS Headquarters