

## FY23 Proposed Pay Matrices Adjustments

Cell	1	2	3	4	5	6	7	8	9	10
<b>Current</b> Base Salary Increase	0.0%	0.0%	2.0%	2.5%	3.0%	4.0%	5.0%	6.0%	7.5%	9.0%

Cell	1	2	3	4	5	6	7	8	9	10
<b>Proposed</b> Base Salary Increase	0.0%	0.0%	3.0%	4.0%	5.0%	6.0%	7.0%	8.0%	8.5%	9.0%
% Var	0.0%	0.0%	1.0%	1.5%	2.0%	2.0%	2.0%	2.0%	1.0%	0.0%

## Current v. Proposed HERO Performance PFP Matrices

Individual Performance 5-Cell matrix (% Merit Increase)

Individual Rating	1	2	3	4	5
<b>Current</b> Base Salary Increase	0.0%	2.0%	3.0%	3.5%	4.0%

Individual Rating	1	2	3	4	5
<b>Proposed</b> Base Salary Increase	0.0%	3.0%	5.0%	5.5%	6.0%
% Var	0.0%	1.0%	2.0%	2.0%	2.0%

NPA 10-Cell Matrix (Lump Sum Variable Pay)

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
<b>Current</b> Lump Sum Payout	0.0%	0.0%	0.0%	0.0%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
<b>Proposed</b> Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%
% Var	0.0%	0.0%	0.0%	2.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%



9/28/2023

To Whom it may concern,

Today, The Postal Service formally advised UPMA that these proposed modifications to the PFP payouts for FY 2023 will become official.

UPMA was consulted and agreed with the PFP adjustments as proposed. We want to show our gratitude for the continued collaboration to recognize further the efforts of Postmasters, Supervisors, Managers, and all other EAS covered by this program.

In that vein, we look forward to further discussions on salaries, pay bands, and benefits between now and the end of the year. We believe that together, we can take more steps, like this one, towards fully correlating duties and responsibilities with pay and benefits.

Understanding that pay talks will likely not begin until 2024, we appreciate Postal Leadership's continued dialogue in this regard.

Sincerely,

Edmund A Carley  
National President  
UPMA