

## **PAY INCREASE FOR POSTMASTER RELIEF(PMR)**

**BREAKING NEWS:** *See below the statement issued by the National League of Postmasters---Charley Mapa and I discussed that both organizations could use their statement as a joint statement. This was a joint effort by both the League and NAPUS.*

Just over a month ago, in response to requests from the LEAGUE and NAPUS, leaders from Postal Headquarters met with association presidents Charley Mapa and Dale Goff to discuss pay increases for Postmaster Relief (PMR) personnel. Both presidents wanted to make the case for fairly compensating these vital employees for the responsibilities that they take on as part of their duties and to provide a high enough wage to retain them. The increases to PMR and OIC hourly rates are listed below. These increases show a 45 cent per hour increase to the hourly wage paid to a PMR in A – E and 11 –13 post offices. While the League is thankful for any increase to the pay for PMRs, it is disappointed that the increase still neither reflects the level of responsibility discussed above, nor does it do much to retain these valuable people. Annual increases are still tied to NPA. This issue will be addressed again in 2008.

Postmasters are reminded that in cases where they have determined that basic PMR wages do not adequately compensate and retain qualified people, they still have recourse through the Manager of Human Resources at their Areas to whom they can make written requests for higher starting pay for new PMRs or an increase for a PMR who is already working for the Postal Service. At least one District has seen the value of paying PMRs a fair wage and starts them at \$15 per hour.

Special emphasis was also placed on the number of hours a Postmaster is allowed to use to train a new PMR. Currently a Postmaster is allowed to use 26 hours to train a new PMR. Practically speaking, this is laughably inadequate to train a person, one who usually has absolutely no experience in the Postal Service, to be proficient in all of the operational duties, administrative duties, and retail service duties normally performed by a Postmaster. Current policy states that an additional 24 hours of training may be approved by “local management”. Unfortunately, “local management” is most often interpreted by Districts to mean the District. This ambiguity in the policy takes the decision-making power over this important issue out of the hands of the person most qualified to make a decision as to the proficiency of a newly hired PMR (that person being the Postmaster) to put it in the hands of the District. Often the District pays more attention to the additional \$225 needed to continue the training of a PMR rather than to actually having a well-trained person in place and more training hours are denied the Postmaster. There are many instances where a Postmaster actually takes annual leave to come back into his or her post office to continue the training of a new PMR.

The Postmaster organizations requested that the Postal Service put into place a policy that allowed Postmasters to use a reasonable number of hours to train new PMRs. We still have not received a response on this issue.

**Postmaster Relief/Leave Replacement (PMR)  
Hourly Rates  
Effective – January 5, 2008 (PP 02-2008)**

**RSC L**

<b>PMR Grade</b>	<b>Post Office Grades</b>	<b>Minimum</b>	<b>Maximum</b>
<b>A – E, 9 - 11</b>	<b>A – E, EAS 11 - 13</b>	<b>\$9.45</b>	<b>\$16.80</b>
<b>13 - 14</b>	<b>EAS 15 - 16</b>	<b>\$10.50</b>	<b>\$19.11</b>

**Officers in Charge (OIC)  
Hourly Rates  
Effective – January 5, 2008 (PP 02-2008)**

**RSC E/F**

<b>Post Office Grades</b>	<b>Minimum</b>	<b>Maximum</b>
<b>A – E, EAS 11 - 13</b>	<b>\$10.50</b>	<b>\$16.80</b>
<b>EAS 15 - 16</b>	<b>\$11.25</b>	<b>\$19.11</b>