

NAPS Headquarters has received reports from members in the field that the Postal Service has been indiscriminately reducing the numerical results of Core goals after the member has submitted their results in the Performance Evaluation System.

In numerous cases, Core goal scores of Exceptional Contributor (14) and High Contributor (11) were apparently reduced by either evaluators or approving officials despite the fact that the individual Core goal was met and/or exceeded resulting in the numerical rating to justify either a High Contributor or Exceptional Contributor for a Core goal. This arbitrary reduction may result in reductions in the final NPA evaluation and payout.

Any member who has had their Core goals numerical rating arbitrarily reduced when they actually achieved a rating resulting in an Exceptional Contributor or High Contributor, based on their input on their final Core goal scores into the Performance Evaluation System, should contact their local branch president and provide the specific information we need to quantify this occurrence.

The following information should be provided to your local branch president:

1. Print the page(s) of the Performance Evaluation System that show the Core goal in question, including the ranges for achieving Contributor, High Contributor and Exceptional Contributor. This is the page in the PES where you input your information for your evaluator to review.
2. If your evaluation was changed by your evaluator or after your evaluator concurred with the rating, and the District or Area office reduced your Core goal score, the PES system generated a message to your evaluator advising that the Core goal score was reduced. If you are able to obtain a copy of this system generated message, it would be helpful to include this document – however, you may not be able to obtain this message, but you should request the a copy of the message from your evaluator.

Branch presidents should collect this information and then contact their respective area vice president and provide the documentation of the Core changes. This information will be reviewed by your Area VP and forwarded to NAPS Headquarters. We intend to use this documentation to get the Postal Service to enforce the administrative rules of the NPA process and restore the proper scores that have been arbitrarily reduced.

If you have any questions, contact your respective Area Vice President.