

WorkHour Impact Report

| | |
|------------------------------------|-----------------------------------|
| Impacted Bid Cluster | ENGLEWOOD POST OFFICE |
| Installation Address | |
| Area Name | WESTERN |
| Impact Type | Reduction Other Than by Attrition |
| Date of Impact | 07/17/2009 |
| Period (Dates) of Review Performed | 03/01/2008 thru 03/13/2009 |
| Report Prepared By | Cheryl Jacobs |
| Report Prepared Date | 04/01/2009 |
| Reviewed By | Selwyn Epperson |
| Phone | (303) 853-6160 |

WorkHour Impact Report

Craft = CLERK

| | A Current Average Weekly Hrs | B Planned Weekly Hrs | C Weekly Hrs Savings | D Monthly Savings | E Annual Work Hours Savings | F Annual FTE Savings | G Current FTE Yearly Hr Rate |
|-------|---------------------------------------|-------------------------------|----------------------------|-------------------------|--------------------------------------|----------------------------|---------------------------------------|
| Total | 1242 | 931 | -311 | -1244 | -16172 | -9 | 1820 |

OverTime Impact

| | Current OT Average Weekly Hrs | Current OT Rate | Planned OT per Week from changes | Additional Planned OT per Week | Percent Planned OT per Week | Planned OT Hours per Week | Planned OT Rate |
|-------|-------------------------------------|--------------------|--|--------------------------------------|-----------------------------------|---------------------------------|--------------------|
| Total | 99 | 8% | -38.5 | 0 | | 61 | 6.5% |

WorkHour Impact Report

Casuals

| | |
|--|---|
| a. Current Number of CLERK Casuals on Rolls | 0 |
| b. Current Total Non-OverTime CLERK Casuals Hours per Month | 0 |
| c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month | 0 |
| d. Number of CLERK Casuals that will have Reduced Hours | 0 |
| e. Number of CLERK Casuals that will be Terminated | 0 |
| f. Number of CLERK Casuals Remaining After Impact | 0 |
| g. Provide Narrative Justifying need for Remaining CLERK Casuals | |
| NA | |

Part Time Flexible (PTFs)

| | |
|---|----|
| a. Current Number of CLERK PTFs on Rolls | 0 |
| b. Current Total Non-OverTime CLERK PTFs Hours per Month | 0 |
| c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month | 0 |
| d. Number of CLERK PTFs that will have Reduced Hours | |
| e. Will there be any CLERK PTFs Excessed from Craft or Installation | NO |
| If Yes how Many CLERK PTFs | 0 |
| f. Provide Narrative Explaining need for Excessing | |
| NA | |

Transitional Employees (TEs)

| | |
|---|---|
| a. Current Number of CLERK TEs on Rolls | 0 |
| b. Current Total Non-OverTime CLERK TE Hours per Month | 0 |
| c. Planned Reduction in Total Non-OverTime CLERK TE Hours per Month | 0 |
| d. Number of CLERK TEs that will have Reduced Hours | 0 |
| e. Number of CLERK TEs that will be Terminated | 0 |
| f. Number of CLERK TEs Remaining After Impact | 0 |
| g. Provide Narrative Justifying need for Remaining CLERK TEs | |
| NA | |

WorkHour Impact Report

Part Time Regular (PTRs)

| | |
|---|----|
| a. Current Number of CLERK PTRs on Rolls | 0 |
| b. Planned Number of CLERK PTR Positions after Impact | 0 |
| c. Estimated Number of CLERK PTR Attrition | 0 |
| d. Will there be any CLERK PTRs Excessed from Craft or Installation | NO |
| CLERK PTRs | 0 |
| e. Provide Narrative Explaining need for Excessing | |
| NA | |

Full Time Regular (FTRs)

| | |
|---|-----|
| a. Current Number of CLERK FTRs on Rolls | 36 |
| b. Planned Number of CLERK FTR Positions After Impact | 27 |
| c. Estimated Number of CLERK FTR Attrition | 0 |
| d. Will there be any CLERK FTRs Excessed from Craft or Installation | YES |
| If Yes how Many CLERK FTRs | 9 |
| e. Provide Narrative Explaining need for Excessing | |
| 9 | |

WorkHour Impact Report-CLERK

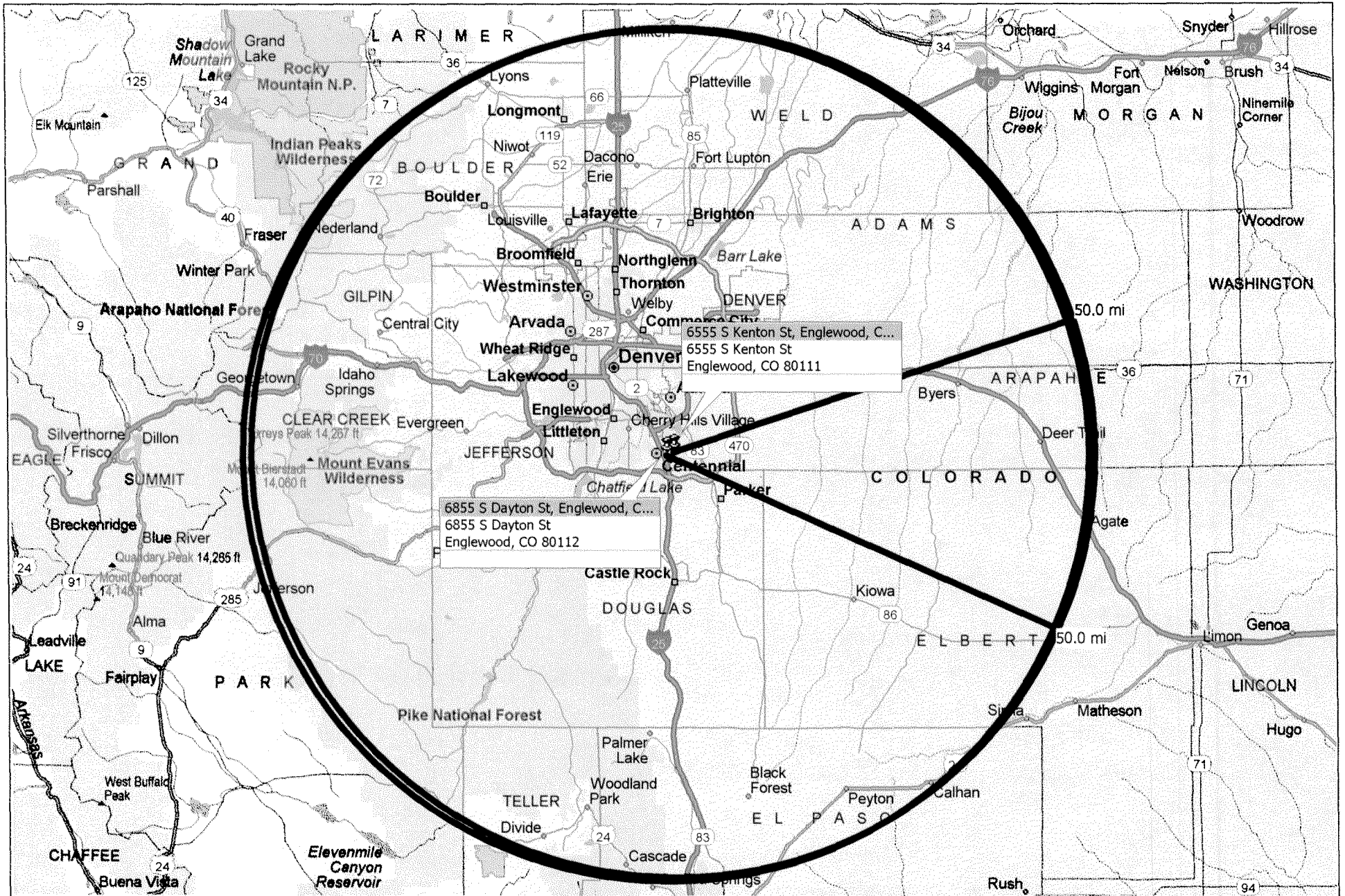
Preliminary Summary

| | |
|---|-------|
| a. Total Planned Non-OT Reduction per Month for Regulars and PTRs | -1244 |
| b. Planned Reduction in Total OT Hours per Month | -154 |
| c. Planned Reduction in Casual Non-OT Hours per Month | 0 |
| d. Planned Reduction in PTF Non-OT Hours per Month | 0 |
| e. Planned Reduction in TE Non-OT Hours per Month | 0 |
| e. Total Planned Non-OT Hours per Month | 3724 |
| f. Total FTE Savings | -9 |

| OFFICE | FULL NAME | JOB TITLE | PAY LEVEL | D/A | LDC | SEN DATE | VET PEF |
|-----------------------|-------------------------|---------------------------------|-----------|-----|-----|------------|---------|
| ENG-GREENWOOD VILLAGE | SINGLEARY STEPHEN R. | MAILING REQUIREMENTS CLK | 7 | 110 | 79 | 8/27/1977 | N |
| ENG-DOWNTOWN STA | LEASURE STEVEN P. | LEAD SALES & SERVICES ASSOCIATE | 7 | 110 | 45 | 4/21/1979 | Y |
| ENG-GREENWOOD VILLAGE | CRAVENS CHERYL A. | BULK MAIL TECH | 7 | 110 | 79 | 4/27/1985 | N |
| ENG-GREENWOOD VILLAGE | ODONNELL BILL L. | DIST WINDOW CLK | 6 | 110 | 43 | 1/6/1973 | Y |
| ENG-MAIN OFFICE STA | BIEWICK GARY R. | DIST WINDOW CLK | 6 | 110 | 45 | 9/10/1973 | N |
| ENG-GREENWOOD VILLAGE | OUMET RONALD B. | DIST WINDOW CLK | 6 | 110 | 43 | 4/21/1979 | Y |
| ENG-GREENWOOD VILLAGE | ARAGON CHRISTY P. | DIST WINDOW CLK | 6 | 110 | 45 | 6/30/1979 | Y |
| ENG-CARRIER ANX | TREVETT RICKY W. | MAIL PROCESSING CLERK | 6 | 110 | 48 | 6/30/1979 | Y |
| ENG-MAIN OFFICE STA | TARIN JOHN E. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 11/3/1979 | Y |
| ENG-GREENWOOD VILLAGE | HOGAN THEODORE K. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 9/6/1980 | Y |
| ENG-MAIN OFFICE STA | YARGER MICHAEL D. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 45 | 6/27/1981 | Y |
| ENG-GREENWOOD VILLAGE | FIELDS CALVIN | MAIL PROCESSING CLERK | 6 | 110 | 43 | 8/22/1981 | Y |
| ENG-MAIN OFFICE STA | NICKELBERRY MALIKAH D. | WINDOW CLK | 6 | 110 | 45 | 11/14/1981 | N |
| ENG-CARRIER ANX | SMITH RICHARD R. | MAIL PROCESSING CLERK | 6 | 110 | 48 | 6/12/1982 | N |
| ENG-GREENWOOD VILLAGE | BALUTOWSKI RICHARD E. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 1/7/1984 | Y |
| ENG-CARRIER ANX | POWERS EDWARD R. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 2/4/1984 | Y |
| ENG-GREENWOOD VILLAGE | GRILLIER JR CLIFTON | DIST WINDOW CLK | 6 | 110 | 43 | 2/18/1984 | Y |
| ENG-GREENWOOD VILLAGE | WOLFORD HEIDI A. | WINDOW CLK | 6 | 110 | 45 | 3/31/1984 | Y |
| ENG-DOWNTOWN STA | WOLF BARBARA D. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 45 | 5/26/1984 | N |
| ENG-CARRIER ANX | DURAN PATRICIA K. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 11/10/1984 | N |
| ENG-GREENWOOD VILLAGE | KIM YONG C. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 12/22/1984 | N |
| ENG-GREENWOOD VILLAGE | HASWELL BRYAN M. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 3/16/1985 | Y |
| ENG-GREENWOOD VILLAGE | TRAN THONG Q. | DIST WINDOW CLK | 6 | 110 | 43 | 6/22/1985 | N |
| ENG-CARRIER ANX | SIEBER MARY J. | MAIL PROCESSING CLERK | 6 | 110 | 48 | 4/12/1986 | N |
| ENG-GREENWOOD VILLAGE | REYES RICKY | MAIL PROCESSING CLERK | 6 | 110 | 43 | 5/10/1986 | N |
| ENG-GREENWOOD VILLAGE | HARTMAN JAMI L. | MAIL PROCESSING CLERK | 6 | 110 | 45 | 8/30/1986 | N |
| ENG-CARRIER ANX | STEFFAN HANK | MAIL PROCESSING CLERK | 6 | 110 | 43 | 8/30/1986 | Y |
| ENG-GREENWOOD VILLAGE | CARTER JAMES F. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 45 | 10/11/1986 | N |
| ENG-CARRIER ANX | VALDEZ CHRISTINE M. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 10/10/1987 | N |
| ENG-GREENWOOD VILLAGE | DO TAM T. | DIST WINDOW CLK | 6 | 110 | 48 | 11/21/1987 | N |
| ENG-CARRIER ANX | EDWARDS CHESTER | MAIL PROCESSING CLERK | 6 | 110 | 43 | 12/19/1987 | Y |
| ENG-CARRIER ANX | HOWARD EARL T. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 9/10/1988 | Y |
| ENG-GREENWOOD VILLAGE | SCOLARO JR FRANK J. | DIST WINDOW CLK | 6 | 110 | 45 | 4/22/1989 | N |
| ENG-DOWNTOWN STA | TAFOYA-YARGER JOANNE T. | GENERAL CLERK | 6 | 110 | 48 | 7/29/1989 | N |

| | | | | | | | |
|-----------------------|------------------------|----------------------------------|---|-----|----|------------|---|
| ENG-GREENWOOD VILLAGE | MCGRIF DEBBIE L. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 43 | 2/23/1991 | N |
| ENG-GREENWOOD VILLAGE | VENTO FRANK | DIST WINDOW CLK | 6 | 110 | 48 | 5/15/1993 | N |
| ENG-DOWNTOWN STA | CIRIVELLO MARK A. | WINDOW CLK | 6 | 110 | 45 | 8/21/1993 | N |
| ENG-MAIN OFFICE STA | HANKS GARY M. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 8/21/1993 | Y |
| ENG-GREENWOOD VILLAGE | BILES CHARLES R. | CLERK/SPECIAL DELIVERY MESSENGER | 6 | 110 | 43 | 6/25/1994 | Y |
| ENG-GREENWOOD VILLAGE | SWANAGON SHAWN P. | DIST WINDOW CLK | 6 | 110 | 43 | 6/25/1994 | Y |
| ENG-GREENWOOD VILLAGE | LUNG DEBORAH L. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 10/15/1994 | N |
| ENG-DOWNTOWN STA | DICKERSON NICOLE A. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 45 | 3/18/1995 | N |
| ENG-GREENWOOD VILLAGE | SITLER DANIELLE R. | MAIL PROCESSING CLERK | 6 | 110 | 48 | 4/15/1995 | N |
| ENG-GREENWOOD VILLAGE | LOYD TOMMY R. | WINDOW CLK | 6 | 110 | 45 | 9/2/1995 | Y |
| ENG-GREENWOOD VILLAGE | MUPPADHYIL VALSAMMA P. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 9/16/1995 | N |
| ENG-GREENWOOD VILLAGE | WADE CHARLES B. | DIST WINDOW CLK | 6 | 110 | 43 | 7/19/1997 | Y |
| ENG-MAIN OFFICE STA | DAVIS CYNTHIA A. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 43 | 10/11/1997 | N |
| ENG-MAIN OFFICE STA | BUTLER PRENTICE | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 43 | 10/25/1997 | N |
| ENG-CARRIER ANX | SUNG SEUNG H. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 1/31/1998 | N |
| ENG-MAIN OFFICE STA | NGUYEN VAN T. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 1/31/1998 | N |
| ENG-MAIN OFFICE STA | VALDEZ SANTOS B. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 43 | 11/7/1998 | N |
| ENG-MAIN OFFICE STA | CORDOVA MARK | MAIL PROCESSING CLERK | 6 | 110 | 43 | 9/11/1999 | N |
| ENG-MAIN OFFICE STA | NGUYEN NANCY T. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 43 | 11/29/2003 | N |
| ENG-MAIN OFFICE STA | KIM YOUNG C. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 45 | 6/25/2005 | N |
| ENG-MAIN OFFICE STA | TRAHAN NIKKI Q. | SALES,SVCS/DISTRIBUTION ASSOC | 6 | 110 | 43 | 7/23/2005 | Y |
| ENG-CARRIER ANX | GLEASON WILLIAM J. | MAIL PROCESSING CLERK | 6 | 110 | 43 | 8/6/2005 | N |

Colorado, United States, North America



| Description | -----Act Ddays 6 Sply Ddays 6----- | | | | -----Act Ddays 23 Sply Ddays 23----- | | | | ----- Act Ddays 134 Sply Ddays 136----- | | | |
|----------------------|------------------------------------|--------------|--------------|----------|--------------------------------------|--------------|--------------|------------|---|--------------|--------------|------------|
| | Act/Plan | 03-07-2009 | - 03-13-2009 | | Act/Plan | 02-14-2009 | - 03-13-2009 | | Act/Plan | 10-01-2008 | - 03-13-2009 | |
| | SPLY | 03-08-2008 | - 03-14-2008 | | SPLY | 02-16-2008 | - 03-14-2008 | | SPLY | 10-01-2007 | - 03-14-2008 | |
| | ***** | Current Week | ***** | | ***** | Last 4 Weeks | ***** | | ***** | Year to Date | ***** | |
| | Actual | Plan | Plan Var | Sply Var | Actual 4WK | Plan 4WK | P Var 4WK | S Var 4WK | Actual YTD | Plan YTD | P Var YTD | S Var YTD |
| D/S SUPERVISOR | 493 | 470 | 23 | 34 | 1,825 | 1,809 | 16 | 18 | 10,647 | 10,723 | -76 | 181 |
| CITY CARRIER HRS | 5,800 | 5,674 | 126 | -570 | 22,519 | 21,876 | 643 | -1,828 | 136,877 | 129,677 | 7,200 | -14,493 |
| RURAL CARRIERS | 164 | 161 | 3 | -53 | 639 | 619 | 20 | -73 | 3,729 | 3,608 | 121 | -322 |
| TOTAL D/S HRS | 6,496 | 6,315 | 181 | -567 | 25,063 | 24,344 | 719 | -1,856 | 151,452 | 144,238 | 7,214 | -15,747 |
| FN2 OT RATIO | 11.68 | 7.28 | 4.40 | -0.76 | 10.56 | 7.99 | 2.56 | -3.40 | 12.61 | 10.67 | 1.94 | -4.64 |
| TOTAL PLNT & EQUIP | 117 | 121 | -4 | 7 | 432 | 473 | -41 | -4 | 2,336 | 2,805 | -469 | -181 |
| C/S CLERK/MH HRS | 2,008 | 1,864 | 144 | -67 | 7,518 | 7,358 | 160 | -822 | 45,263 | 44,359 | 904 | -7,469 |
| TOTAL C/S HRS | 2,013 | 1,864 | 149 | -62 | 7,523 | 7,358 | 165 | -840 | 45,282 | 44,373 | 909 | -7,607 |
| FN4 OT RATIO | 4.27 | 6.87 | -2.59 | -1.08 | 4.41 | 7.41 | -2.99 | -4.34 | 7.04 | 10.25 | -3.21 | -5.20 |
| TOT MKTNG & COMM HRS | 63 | 122 | -59 | 10 | 233 | 453 | -220 | 4 | 1,300 | 2,556 | -1,256 | -255 |
| ADMIN TOTAL | 40 | 38 | 2 | 0 | 153 | 144 | 9 | -1 | 822 | 836 | -14 | -72 |
| TRAINING (NON-ADD) | 8 | 0 | 8 | 8 | 8 | 0 | 8 | -22 | 26 | 18 | 8 | -930 |
| TOTAL HOURS | 8,729 | 8,460 | 269 | -612 | 33,404 | 32,772 | 632 | -2,697 | 201,192 | 194,808 | 6,384 | -23,862 |
| TOTAL SAL/BEN | 345,711 | 337,248 | 8,463 | -16,303 | 1,345,769 | 1,319,588 | 26,181 | -79,918 | 8,133,241 | 7,936,740 | 196,501 | -692,657 |
| TOTAL REVENUE | 160,580 | 0 | 160,580 | -448,413 | 2,221,311 | 0 | 2,221,311 | -711,298 | 16,295,600 | 0 | 16,295,600 | -2,163,405 |
| TOTAL OT RATIO | 9.73 | 7.04 | 2.68 | -0.88 | 8.98 | 7.74 | 1.25 | -3.47 | 11.13 | 10.37 | 0.76 | -4.63 |
| TOTAL SL RATIO | 4.23 | 3.98 | 0.24 | -3.59 | 4.86 | 4.28 | 0.57 | -3.09 | 5.11 | 4.07 | 1.04 | 0.16 |
| CITY CARR DPS | 1,071,293 | 1,226,442 | -155,149 | -111,868 | 4,163,876 | 4,719,729 | -555,853 | -389,225 | 27,168,619 | 30,336,512 | -3,167,893 | -2,527,932 |
| DPS % - DPS OFFICES | 84.95 | 89.31 | -4.36 | 5.39 | 85.24 | 89.78 | -4.55 | 4.86 | 86.42 | 90.15 | -3.73 | 5.44 |
| TOT CASED VOL | 648,704 | 619,738 | 28,966 | -161,262 | 2,488,692 | 2,429,308 | 59,384 | -649,303 | 15,588,174 | 15,124,104 | 464,070 | -4,257,039 |
| TOT CDV PIECE | 1,829,853 | 1,913,108 | -83,255 | -242,676 | 6,986,472 | 7,449,632 | -463,160 | -1,061,224 | 44,493,264 | 47,059,523 | -2,566,259 | -6,976,031 |
| POSS DEL | 51,405 | 51,538 | -133 | 731 | 51,387 | 51,511 | -124 | 714 | 51,311 | 51,335 | -24 | 857 |
| RURAL BOXES | 1,526 | 1,556 | -30 | -1 | 1,526 | 1,555 | -29 | -1 | 1,532 | 1,545 | -13 | 10 |
| CITY DEL PER ROUTE | 414.6 | 405.8 | 8.7 | 15.5 | 413.0 | 405.6 | 7.4 | 14.0 | 405.5 | 404.2 | 1.3 | 2.8 |
| OFFICE EFF INDICATOR | 164.50 | 153.92 | 10.57 | 35.23 | 160.78 | 152.99 | 7.79 | 29.55 | 150.24 | 149.83 | 0.41 | 28.63 |
| STREET EFF IND | 81.40 | 87.77 | -6.37 | 3.50 | 80.82 | 87.21 | -6.39 | 2.92 | 78.12 | 85.40 | -7.27 | 3.15 |
| DELIVERIES PER HOUR | 52.82 | 54.40 | -1.58 | 5.22 | 52.30 | 54.06 | -1.76 | 4.53 | 50.16 | 52.95 | -2.79 | 5.22 |
| F2 CPD | 0.8087 | 0.7932 | 0.0156 | -0.0514 | 0.8247 | 0.8092 | 0.0155 | -0.0519 | 0.8561 | 0.8221 | 0.0341 | -0.0756 |
| PACKAGES | 28,374 | 27,083 | 1,291 | -255 | 108,078 | 103,174 | 4,904 | -931 | 780,489 | 717,553 | 62,936 | 17,863 |
| CUST SVC VOL | 291,249 | 363,299 | -72,050 | -145,767 | 1,208,562 | 1,373,990 | -165,428 | -445,683 | 7,388,891 | 7,885,180 | -496,289 | -2,393,110 |
| OSHA INJ/ILL FREQ | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.98 | 0.00 | 2.98 | -3.24 |
| VEH ACC TOTAL | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 3 | 0 | 3 | 0 |

| AREA CUSTOMER SERVICE HIRING VARIANCE - [800] - COLORADO/WYOMING PFC | | | | |
|--|--------------------------------------|-----------------------|---------------------------------|------------|
| ENGLEWOOD PO (072880) | | | MPOO Area: 1 | |
| ANALYSIS PERIOD:03/08/2008 TO 03/06/2009 CUSTOMER SERVICE DAYS:299 | | | | |
| COMPLEMENT UTILIZATION | | | | |
| | Earned | Actual WebCoins | Variance | % Achieved |
| Full Time Clerks | 35 | 54 | 19 | |
| Part Time Flexible Clerks | 0 | 0 | 0 | |
| Part Time Regular Clerks | 0 | 0 | 0 | |
| Full Time Mailhandlers | 3 | 3 | 0 | |
| Part Time Fexible Mailhandlers | 0 | 0 | 0 | |
| Part Time Regular Mailhandlers | 0 | 0 | 0 | |
| Total Clerks/Mailhandlers | 38 | 57 | 19 | 66% |
| CLERK/MH STAFFING VS. COMPLEMENT ANALYSIS | | | | |
| Actual | Staffing Element | | Earned | |
| 102,145 | <--- Actual Work Hours | Workload Value ---> | 66,765 | |
| 342 | Hours Per Day based on 299 Data Days | | 223 | |
| 52 | Equivalent Clerk/MH Staffing | | 34 | |
| ACTUAL ANNUALIZED DAILY WORKLOAD HOURS VALUE | | | 102,145 ÷ 299 = (342) | |
| MINUS EARNED ANNUALIZED DAILY WORKLOAD HOURS VALUE | | | 66,765 ÷ 299 = (223) | |
| VARIANCE HOURS | | | 341.62 - 223.30 = 118.326 | |
| DAILY VARIANCE HOURS | | | (118.33 ÷ 6.6225 hrs) = 17.87 | |
| VARIANCE STAFFING | | | 51.59 - 33.72 = 17.87 | |
| DAILY FTES TOTAL OPPORTUNITY (GOAL <=0) | | | 17.87 | |
| Actual | Complement Elements | | Earned | |
| 342 | Hours Per Day base on 299 Data Days | | 223 | |
| 52 | Equivalent Clerk/MH Staffing | | 34 | |
| 52 | Employees Pre-Replacement | | 34 | |
| 5 | 57 - 52 = 5.41 <-- Replacements | Leave Replacement --> | 3.93 | |
| 57 | Total F4 Employees | | 37.65 | |
| VARIANCE HOURS | | | 341.62 - 223.30 = 118.326 | |
| DAILY VARIANCE HOURS | | | (118.33 ÷ 6.6225 hrs) = 17.87 | |
| VARIANCE CLERK/MH STAFFING | | | 51.59 - 34 = 17.87 | |
| VARIANCE REPLACEMENTS | | | 5.41 - 3.93= 1.48 | |
| VARIANCE EMPLOYEES | | | 17.87 + 1.48 = 19.35 | |
| DAILY FTEE TOTAL OPPORTUNITY (GOAL <=0) | | | 19.35 | |
| eFlash ANNUALIZED ANALYSIS | | | | |
| Data Element | Actual Hours | | Percentage | |
| eFlash Total Function 4 Hours | 102,145 | | | |
| eFlash Annual Leave Hours | 11,169 | | 10.92% | |

CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT

| | | |
|-------------------------|---|-------------------------|
| UNIT/FINANCE NBR | ENGLEWOOD PO - ENG-DOWNTOWN STA 072881 | DATE: 03/16/2009 |
|-------------------------|---|-------------------------|

Leave Replacement Calculation

| Leave Type | Hrs Per Day | Leave % | Formula | Employees Earned | |
|---------------------|-------------|---------------|--|------------------|-------------|
| Annual Leave | 19 | 14.00% | $(CSV\ Avg\ Daily\ Hours \times 14.00\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.40 | Clerk/MH(s) |
| Sick Leave | 19 | 3.50% | $(CSV\ Avg\ Daily\ Hours \times 3.50\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.10 | Clerk/MH(s) |
| LWOP | 19 | 1.00% | $(CSV\ Avg\ Daily\ Hours \times 1.00\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.03 | Clerk/MH(s) |
| (Subtract Overtime) | 19 | 8.00% | $(CSV\ Avg\ Daily\ Hours \times 8.00\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.23 | Clerk/MH(s) |
| Net Total | | 10.50% | Leave/OT Replacement Needs ▶▶▶▶▶ | 0.30 | Clerk/MH(s) |
| | | | Replacement for Replacement ▶▶▶▶▶ | 0.03 | Clerk/MH(s) |
| | | | Total Leave Replacement ▶▶▶▶▶ | 0.33 | Clerk/MH(s) |

| | |
|--|----------|
| Man Year (0 < 100, 1 100-199, 2 => 200) | 2 |
|--|----------|

| Current on Rolls | |
|--------------------------------|----------|
| Full Time Clerk | 5 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 0 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 on Rolls | 5 |

| Current Actual | Dly Hrs | Employees | |
|-------------------------------|--------------|-------------|-------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 0.42 | 0.06 | Clerk/MH(s) |
| LDC44 | 2.39 | 0.36 | Clerk/MH(s) |
| LDC45 | 17.99 | 2.70 | Clerk/MH(s) |
| LDC46 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC48 | 6.71 | 1.01 | Clerk/MH(s) |
| Total Actual Daily Hrs | 27.51 | 4.12 | Clerk/MH(s) |

| | |
|----------------------------------|-------------|
| Daily Hours Actual | 27.51 |
| Current Complement | 5 |
| FTEE Current | 1661 |
| Projected Annual Hrs Actual | 8307 |
| On Duty Required Totals: | 2.86 |
| Leave Replacement Totals: | 0.33 |
| Complement Total | 3.19 |

| | | |
|---------------------|------|----|
| Current Ratio FT/PT | 100% | 0% |
| Target Ratio FT/PT | 100% | 0% |

| Earned Complement | |
|--------------------------------|----------|
| Full Time Clerk | 3 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 0 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 Earned | 3 |

| Target | Dly Hrs | Employees | |
|---------------------------|--------------|-------------|-------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 0.60 | 0.09 | Clerk/MH(s) |
| LDC44 | 1.22 | 0.18 | Clerk/MH(s) |
| LDC45 | 15.04 | 2.27 | Clerk/MH(s) |
| LDC46 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC48 | 2.09 | 0.31 | Clerk/MH(s) |
| Total Daily Earned | 18.96 | 2.86 | Clerk/MH(s) |

| | |
|---|---------------|
| Daily Hours Earned | 18.96 |
| Target Complement | 3.19 |
| FTEE Target | 1792 |
| Projected Annual Hrs Earned | 5725 |
| Full Time Equiv Employee (Hrs per) | 1792 |
| Variance FTEE | 1.81 |
| Complement % Achieved | 60.00% |

| AREA CUSTOMER SERVICE VARIANCE - [800]-COLORADO/WYOMING PFC | | | | | |
|--|-----------|-----------------------------------|---------------------------------|----------|------------|
| ENGLEWOOD PO - ENG-DOWNTOWN STA 072881 | | | Variance Date: 03/16/2009 | | |
| Analysis Period: 03/03/2007 to 03/06/2009 - Customer Service Days: 610 | | | Unit Level: 20 Man Yr: 2 CAG: B | | |
| Benchmark Generation: 12/19/2008-03/06/2009 | | [ENGLEWOOD PO] ENG-DOWNTOWN STA ▾ | | | |
| FTEE COMPLEMENT ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Full Time Clerk | 3 | 3 | 5 | 2 | 60.00% |
| Part Time Flexible Clerk | 0 | 0 | 0 | 0 | 0% |
| Part Time Regular Clerk | 0 | 0 | 0 | 0 | 0.00% |
| Full Time MH | 0 | 0 | 0 | 0 | 0.00% |
| Part Time Flexible MH | 0 | 0 | 0 | 0 | 0.00% |
| Part Time Regular MH | 0 | 0 | 0 | 0 | 0.00% |
| Full Time Equivalent Emp | 3 | 3 | 5 | 1.83 | 63.49% |
| Full Time Equivalent Hrs | 1800 | 1794 | 1653 | | |
| WORKHOUR ANALYSIS | | | | | |
| <i>Automation/Mechanized (LDC41-42)</i> | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 41 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 42 Hours | 0 | 0 | 0 | 0 | 0% |
| Total Auto/Mech Hours | 0 | 0 | 0 | 0 | 0% |
| <i>Manual (LDC43-44)</i> | | | | | |
| LDC 43L Hours | 46 | 38 | 61 | 23 | 62.69% |
| LDC 43F Hours | 202 | 106 | 113 | 7 | 93.51% |
| LDC 43P Hours | 24 | 21 | 64 | 43 | 32.13% |
| LDC 43A Hours | 185 | 202 | 16 | -186 | 1261.25% |
| LDC 43 Total | 456 | 366 | 254 | -112 | 144.20% |
| LDC 44 Hours | 639 | 745 | 1452 | 707 | 51.31% |
| Total Manual Hours | 1096 | 1111 | 1706 | 595 | 65.15% |
| <i>Retail/Admin (LDC45,46,48)</i> | | | | | |
| LDC 45 Hours | 9073 | 9116 | 10921 | 1805 | 83.47% |
| LDC 46 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 48 Hours | 1250 | 1266 | 4070 | 2804 | 31.11% |
| Total Retail/Admin Hours | 10322 | 10382 | 14991 | 4609 | 69.25% |
| Total Function Four | 11418 | 11493 | 16697 | 5204 | 68.83% |
| WORKLOAD ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % VARIANCE |
| LDC 41 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| LDC 42 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| Auto/Mech Volume | 0 | | 0 | 0 | 0% |
| LDC 43 Dist Vol Ltrs (Ft) | 350 | | 338 | -11 | - 3.27% |
| LDC 43 Dist Vol Flts (Ft) | 1184 | | 1158 | -26 | - 2.19% |
| LDC 43 Dist Vol PP/Sprs | 8061 | | 6240 | -1821 | - 22.59% |
| LDC 44 Box Ltrs (Ft) | 2761 | | 3085 | 324 | 11.72% |
| LDC 44 Box Flts (Ft) | 1184 | | 1682 | 498 | 42.09% |
| Manual Vol (w/o PP/Sprs) | 5479 | | 6263 | 784 | 14.31% |

CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT

| | | |
|------------------|--|------------------|
| UNIT/FINANCE NBR | ENGLEWOOD PO - ENG-GREENWOOD VILLAGE 072882 | DATE: 03/16/2009 |
|------------------|--|------------------|

Leave Replacement Calculation

| Leave Type | Hrs Per Day | Leave % | Formula | Employees Earned | |
|---------------------|-------------|---------|--|------------------|-------------|
| Annual Leave | 103 | 14.00% | (CSV Avg Daily Hours x 14.00% x (6 day wk /40 hr WHwk) = | 2.18 | Clerk/MH(s) |
| Sick Leave | 103 | 3.50% | (CSV Avg Daily Hours x 3.50% x (6 day wk /40 hr WHwk) = | 0.54 | Clerk/MH(s) |
| LWOP | 103 | 1.00% | (CSV Avg Daily Hours x 1.00% x (6 day wk /40 hr WHwk) = | 0.16 | Clerk/MH(s) |
| (Subtract Overtime) | 103 | 8.00% | (CSV Avg Daily Hours x 8.00% x (6 day wk /40 hr WHwk) = | 1.25 | Clerk/MH(s) |
| Net Total | | 10.50% | Leave/OT Replacement Needs ▶▶▶▶▶ | 1.63 | Clerk/MH(s) |
| | | | Replacement for Replacement ▶▶▶▶▶ | 0.17 | Clerk/MH(s) |
| | | | Total Leave Replacement ▶▶▶▶▶ | 1.81 | Clerk/MH(s) |

| | |
|---|---|
| Man Year (0 < 100, 1 100-199, 2 => 200) | 2 |
|---|---|

| | | |
|---------------------|------|----|
| Current Ratio FT/PT | 100% | 0% |
| Target Ratio FT/PT | 100% | 0% |

Current on Rolls

| | |
|--------------------------------|-----------|
| Full Time Clerk | 25 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 1 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 on Rolls | 26 |

Earned Complement

| | |
|--------------------------------|-----------|
| Full Time Clerk | 16 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 1 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 Earned | 17 |

| Current Actual | Dly Hrs | Employees | |
|-------------------------------|---------|-----------|-------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 71.21 | 10.69 | Clerk/MH(s) |
| LDC44 | 12.71 | 1.91 | Clerk/MH(s) |
| LDC45 | 44.63 | 6.70 | Clerk/MH(s) |
| LDC46 | 0.07 | 0.01 | Clerk/MH(s) |
| LDC48 | 29.07 | 4.37 | Clerk/MH(s) |
| Total Actual Daily Hrs | 157.70 | 23.68 | Clerk/MH(s) |

| Target | Dly Hrs | Employees | |
|---------------------------|---------|-----------|-------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 28.05 | 4.24 | Clerk/MH(s) |
| LDC44 | 11.63 | 1.76 | Clerk/MH(s) |
| LDC45 | 33.82 | 5.11 | Clerk/MH(s) |
| LDC46 | 0.99 | 0.15 | Clerk/MH(s) |
| LDC48 | 28.63 | 4.32 | Clerk/MH(s) |
| Total Daily Earned | 103.12 | 15.57 | Clerk/MH(s) |

| | |
|----------------------------------|--------------|
| Daily Hours Actual | 157.70 |
| Current Complement | 26 |
| FTEE Current | 1832 |
| Projected Annual Hrs Actual | 47624 |
| On Duty Required Totals: | 15.57 |
| Leave Replacement Totals: | 1.81 |
| Complement Total | 17.38 |

| | |
|---|---------------|
| Daily Hours Earned | 103.12 |
| Target Complement | 17.38 |
| FTEE Target | 1792 |
| Projected Annual Hrs Earned | 31141 |
| Full Time Equiv Employee (Hrs per) | 1792 |
| Variance FTEE | 8.62 |
| Complement % Achieved | 65.38% |

| AREA CUSTOMER SERVICE VARIANCE - [800]-COLORADO/WYOMING PFC | | | | | |
|--|-----------|---------------------------------------|---------------------------------|---------------------------|------------|
| ENGLEWOOD PO - ENG-GREENWOOD VILLAGE 072882 | | | | Variance Date: 03/16/2009 | |
| Analysis Period: 03/03/2007 to 03/06/2009 - Customer Service Days: 610 | | | Unit Level: 20 Man Yr: 2 CAG: B | | |
| Benchmark Generation: 12/19/2008-03/06/2009 | | [ENGLEWOOD PO] ENG-GREENWOOD VILLAG ▾ | | | |
| FTEE COMPLEMENT ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Full Time Clerk | 15 | 16 | 25 | 9 | 64.00% |
| Part Time Flexible Clerk | 0 | 0 | 0 | 0 | 0% |
| Part Time Regular Clerk | 0 | 0 | 0 | 0 | 0.00% |
| Full Time MH | 1 | 1 | 1 | 0 | 0.00% |
| Part Time Flexible MH | 0 | 0 | 0 | 0 | 0.00% |
| Part Time Regular MH | 0 | 0 | 0 | 0 | 0.00% |
| Full Time Equivalent Emp | 16 | 17 | 26 | 8.75 | 66.36% |
| Full Time Equivalent Hrs | 1799 | 1796 | 1823 | | |
| WORKHOUR ANALYSIS | | | | | |
| <i>Automation/Mechanized (LDC41-42)</i> | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 41 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 42 Hours | 0 | 0 | 0 | 0 | 0% |
| Total Auto/Mech Hours | 0 | 0 | 0 | 0 | 0% |
| <i>Manual (LDC43-44)</i> | | | | | |
| LDC 43L Hours | 2466 | 2832 | 4672 | 1840 | 60.62% |
| LDC 43F Hours | 3481 | 4883 | 6104 | 1221 | 80.00% |
| LDC 43P Hours | 3857 | 3757 | 4637 | 880 | 81.03% |
| LDC 43A Hours | 5112 | 5552 | 27814 | 22263 | 19.96% |
| LDC 43 Total | 14916 | 17024 | 43227 | 26203 | 39.38% |
| LDC 44 Hours | 5703 | 7078 | 7713 | 635 | 91.77% |
| Total Manual Hours | 20619 | 24102 | 50940 | 26838 | 47.31% |
| <i>Retail/Admin (LDC45,46,48)</i> | | | | | |
| LDC 45 Hours | 19461 | 20544 | 27090 | 6546 | 75.84% |
| LDC 46 Hours | 603 | 603 | 44 | -559 | 1369.77% |
| LDC 48 Hours | 17041 | 17377 | 17648 | 271 | 98.47% |
| Total Retail/Admin Hours | 37105 | 38524 | 44782 | 6258 | 86.03% |
| Total Function Four | 57724 | 62626 | 95722 | 33096 | 65.43% |
| WORKLOAD ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % VARIANCE |
| LDC 41 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| LDC 42 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| Auto/Mech Volume | 0 | | 0 | 0 | 0% |
| LDC 43 Dist Vol Ltrs (Ft) | 21038 | | 22438 | 1400 | 6.65% |
| LDC 43 Dist Vol Flts (Ft) | 39134 | | 47790 | 8656 | 22.12% |
| LDC 43 Dist Vol PP/Sprs | 1606881 | | 1138484 | -468397 | - 29.15% |
| LDC 44 Box Ltrs (Ft) | 35970 | | 44246 | 8276 | 23.01% |
| LDC 44 Box Flts (Ft) | 5865 | | 8464 | 2600 | 44.33% |

| AREA CUSTOMER SERVICE VARIANCE - [800]-COLORADO/WYOMING PFC | | | | | |
|--|-----------|--------|-------------------------------------|---------------------------------|------------|
| ENGLEWOOD PO - ENG-GREENWOOD VILLAGE 072882 | | | | Variance Date: 03/16/2009 | |
| Analysis Period: 03/03/2007 to 03/06/2009 - Customer Service Days: 610 | | | | Unit Level: 20 Man Yr: 2 CAG: B | |
| Benchmark Generation: 12/19/2008-03/06/2009 | | | [ENGLEWOOD PO] ENG-GREENWOOD VILLAG | | |
| FTEE COMPLEMENT ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Full Time Clerk | 15 | 16 | 25 | 9 | 64.00% |
| Part Time Flexible Clerk | 0 | 0 | 0 | 0 | 0% |
| Part Time Regular Clerk | 0 | 0 | 0 | 0 | 0.00% |
| Full Time MH | 1 | 1 | 1 | 0 | 0.00% |
| Part Time Flexible MH | 0 | 0 | 0 | 0 | 0.00% |
| Part Time Regular MH | 0 | 0 | 0 | 0 | 0.00% |
| Full Time Equivalent Emp | 16 | 17 | 26 | 8.75 | 66.36% |
| Full Time Equivalent Hrs | 1799 | 1796 | 1823 | | |
| WORKHOUR ANALYSIS | | | | | |
| <i>Automation/Mechanized (LDC41-42)</i> | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 41 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 42 Hours | 0 | 0 | 0 | 0 | 0% |
| Total Auto/Mech Hours | 0 | 0 | 0 | 0 | 0% |
| <i>Manual (LDC43-44)</i> | | | | | |
| LDC 43L Hours | 2466 | 2832 | 4672 | 1840 | 60.62% |
| LDC 43F Hours | 3481 | 4883 | 6104 | 1221 | 80.00% |
| LDC 43P Hours | 3857 | 3757 | 4637 | 880 | 81.03% |
| LDC 43A Hours | 5112 | 5552 | 27814 | 22263 | 19.96% |
| LDC 43 Total | 14916 | 17024 | 43227 | 26203 | 39.38% |
| LDC 44 Hours | 5703 | 7078 | 7713 | 635 | 91.77% |
| Total Manual Hours | 20619 | 24102 | 50940 | 26838 | 47.31% |
| <i>Retail/Admin (LDC45,46,48)</i> | | | | | |
| LDC 45 Hours | 19461 | 20544 | 27090 | 6546 | 75.84% |
| LDC 46 Hours | 603 | 603 | 44 | -559 | 1369.77% |
| LDC 48 Hours | 17041 | 17377 | 17648 | 271 | 98.47% |
| Total Retail/Admin Hours | 37105 | 38524 | 44782 | 6258 | 86.03% |
| Total Function Four | 57724 | 62626 | 95722 | 33096 | 65.43% |
| WORKLOAD ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % VARIANCE |
| LDC 41 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| LDC 42 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| Auto/Mech Volume | 0 | | 0 | 0 | 0% |
| LDC 43 Dist Vol Ltrs (Ft) | 21038 | | 22438 | 1400 | 6.65% |
| LDC 43 Dist Vol Flts (Ft) | 39134 | | 47790 | 8656 | 22.12% |
| LDC 43 Dist Vol PP/Spr | 1606881 | | 1138484 | -468397 | -29.15% |
| LDC 44 Box Ltrs (Ft) | 35970 | | 44246 | 8276 | 23.01% |
| LDC 44 Box Flts (Ft) | 5865 | | 8464 | 2600 | 44.33% |

| AREA CUSTOMER SERVICE VARIANCE - [800]-COLORADO/WYOMING PFC | | | | | |
|--|-----------|--------|---------------------------------------|---------------------------------|------------|
| ENGLEWOOD PO - ENG-GREENWOOD VILLAGE 072882 | | | | Variance Date: 03/16/2009 | |
| Analysis Period: 03/03/2007 to 03/06/2009 - Customer Service Days: 610 | | | | Unit Level: 20 Man Yr: 2 CAG: B | |
| Benchmark Generation: 12/19/2008-03/06/2009 | | | [ENGLEWOOD PO] ENG-GREENWOOD VILLAG ▾ | | |
| FTEE COMPLEMENT ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Full Time Clerk | 15 | 16 | 25 | 9 | 64.00% |
| Part Time Flexible Clerk | 0 | 0 | 0 | 0 | 0% |
| Part Time Regular Clerk | 0 | 0 | 0 | 0 | 0.00% |
| Full Time MH | 1 | 1 | 1 | 0 | 0.00% |
| Part Time Flexible MH | 0 | 0 | 0 | 0 | 0.00% |
| Part Time Regular MH | 0 | 0 | 0 | 0 | 0.00% |
| Full Time Equivalent Emp | 16 | 17 | 26 | 8.75 | 66.36% |
| Full Time Equivalent Hrs | 1799 | 1796 | 1823 | | |
| WORKHOUR ANALYSIS | | | | | |
| <i>Automation/Mechanized (LDC41-42)</i> | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 41 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 42 Hours | 0 | 0 | 0 | 0 | 0% |
| Total Auto/Mech Hours | 0 | 0 | 0 | 0 | 0% |
| <i>Manual (LDC43-44)</i> | | | | | |
| LDC 43L Hours | 2466 | 2832 | 4672 | 1840 | 60.62% |
| LDC 43F Hours | 3481 | 4883 | 6104 | 1221 | 80.00% |
| LDC 43P Hours | 3857 | 3757 | 4637 | 880 | 81.03% |
| LDC 43A Hours | 5112 | 5552 | 27814 | 22263 | 19.96% |
| LDC 43 Total | 14916 | 17024 | 43227 | 26203 | 39.38% |
| LDC 44 Hours | 5703 | 7078 | 7713 | 635 | 91.77% |
| Total Manual Hours | 20619 | 24102 | 50940 | 26838 | 47.31% |
| <i>Retail/Admin (LDC45,46,48)</i> | | | | | |
| LDC 45 Hours | 19461 | 20544 | 27090 | 6546 | 75.84% |
| LDC 46 Hours | 603 | 603 | 44 | -559 | 1369.77% |
| LDC 48 Hours | 17041 | 17377 | 17648 | 271 | 98.47% |
| Total Retail/Admin Hours | 37105 | 38524 | 44782 | 6258 | 86.03% |
| Total Function Four | 57724 | 62626 | 95722 | 33096 | 65.43% |
| WORKLOAD ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % VARIANCE |
| LDC 41 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| LDC 42 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| Auto/Mech Volume | 0 | | 0 | 0 | 0% |
| LDC 43 Dist Vol Ltrs (Ft) | 21038 | | 22438 | 1400 | 6.65% |
| LDC 43 Dist Vol Flts (Ft) | 39134 | | 47790 | 8656 | 22.12% |
| LDC 43 Dist Vol PP/Sprs | 1606881 | | 1138484 | -468397 | -29.15% |
| LDC 44 Box Ltrs (Ft) | 35970 | | 44246 | 8276 | 23.01% |
| LDC 44 Box Flts (Ft) | 5865 | | 8464 | 2600 | 44.33% |

CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT

| | | |
|------------------|--|------------------|
| UNIT/FINANCE NBR | ENGLEWOOD PO - ENG-CARRIER ANX 072883 | DATE: 03/16/2009 |
|------------------|--|------------------|

Leave Replacement Calculation

| Leave Type | Hrs Per Day | Leave % | Formula | Employees Earned | |
|---------------------|-------------|---------|--|------------------|-------------|
| Annual Leave | 40 | 14.00% | $(CSV\ Avg\ Daily\ Hours \times 14.00\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.85 | Clerk/MH(s) |
| Sick Leave | 40 | 3.50% | $(CSV\ Avg\ Daily\ Hours \times 3.50\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.21 | Clerk/MH(s) |
| LWOP | 40 | 1.00% | $(CSV\ Avg\ Daily\ Hours \times 1.00\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.06 | Clerk/MH(s) |
| (Subtract Overtime) | 40 | 8.00% | $(CSV\ Avg\ Daily\ Hours \times 8.00\% \times (6\ day\ wk / 40\ hr\ WHwk)) =$ | 0.48 | Clerk/MH(s) |
| Net Total | | 10.50% | Leave/OT Replacement Needs >>>>> | 0.63 | Clerk/MH(s) |
| | | | Replacement for Replacement >>>>> | 0.07 | Clerk/MH(s) |
| | | | Total Leave Replacement >>>>> | 0.70 | Clerk/MH(s) |

| | |
|--|----------|
| Man Year (0 < 100, 1 100-199, 2 => 200) | 2 |
|--|----------|

| | | |
|---------------------|------|----|
| Current Ratio FT/PT | 100% | 0% |
| Target Ratio FT/PT | 100% | 0% |

| Current on Rolls | |
|--------------------------------|-----------|
| Full Time Clerk | 11 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 1 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 on Rolls | 12 |

| Earned Complement | |
|--------------------------------|----------|
| Full Time Clerk | 6 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 1 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 Earned | 7 |

| Current Actual | Dly Hrs | Employees | |
|-------------------------------|--------------|--------------|-------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 57.56 | 8.64 | Clerk/MH(s) |
| LDC44 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC45 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC46 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC48 | 17.29 | 2.60 | Clerk/MH(s) |
| Total Actual Daily Hrs | 74.84 | 11.24 | Clerk/MH(s) |

| Target | Dly Hrs | Employees | |
|---------------------------|--------------|-------------|-------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 20.73 | 3.13 | Clerk/MH(s) |
| LDC44 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC45 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC46 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC48 | 19.25 | 2.91 | Clerk/MH(s) |
| Total Daily Earned | 39.98 | 6.04 | Clerk/MH(s) |

| | |
|----------------------------------|-------------|
| Daily Hours Actual | 74.84 |
| Current Complement | 12 |
| FTEE Current | 1884 |
| Projected Annual Hrs Actual | 22603 |
| On Duty Required Totals: | 6.04 |
| Leave Replacement Totals: | 0.70 |
| Complement Total | 6.74 |

| | |
|---|---------------|
| Daily Hours Earned | 39.98 |
| Target Complement | 6.74 |
| FTEE Target | 1792 |
| Projected Annual Hrs Earned | 12074 |
| Full Time Equiv Employee (Hrs per) | 1792 |
| Variance FTEE | 5.26 |
| Complement % Achieved | 58.33% |

| AREA CUSTOMER SERVICE VARIANCE - [800]-COLORADO/WYOMING PFC | | | | | |
|--|-----------|--------------------------------|---------------------------------|----------|------------|
| ENGLEWOOD PO - ENG-CARRIER ANX 072883 | | | Variance Date: 03/16/2009 | | |
| Analysis Period: 03/03/2007 to 03/06/2009 - Customer Service Days: 610 | | | Unit Level: 19 Man Yr: 2 CAG: B | | |
| Benchmark Generation: 12/19/2008-03/06/2009 | | [ENGLEWOOD PO] ENG-CARRIER ANX | | | |
| FTEE COMPLEMENT ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Full Time Clerk | 5 | 6 | 11 | 5 | 54.55% |
| Part Time Flexible Clerk | 0 | 0 | 0 | 0 | 0% |
| Part Time Regular Clerk | 0 | 0 | 0 | 0 | 0.00% |
| Full Time MH | 1 | 1 | 1 | 0 | 0.00% |
| Part Time Flexible MH | 0 | 0 | 0 | 0 | 0.00% |
| Part Time Regular MH | 0 | 0 | 0 | 0 | 0.00% |
| Full Time Equivalent Emp | 6 | 7 | 12 | 5.30 | 55.80% |
| Full Time Equivalent Hrs | 1799 | 1794 | 1874 | | |
| WORKHOUR ANALYSIS | | | | | |
| <i>Automation/Mechanized (LDC41-42)</i> | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 41 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 42 Hours | 0 | 0 | 0 | 0 | 0% |
| Total Auto/Mech Hours | 0 | 0 | 0 | 0 | 0% |
| <i>Manual (LDC43-44)</i> | | | | | |
| LDC 43L Hours | 1623 | 1598 | 2525 | 927 | 63.28% |
| LDC 43F Hours | 2575 | 2907 | 2422 | -485 | 120.03% |
| LDC 43P Hours | 2867 | 2926 | 4531 | 1605 | 64.57% |
| LDC 43A Hours | 4719 | 5152 | 25459 | 20307 | 20.24% |
| LDC 43 Total | 11784 | 12583 | 34936 | 22353 | 36.02% |
| LDC 44 Hours | 0 | 0 | 0 | 0 | 0% |
| Total Manual Hours | 11784 | 12583 | 34936 | 22353 | 36.02% |
| <i>Retail/Admin (LDC45,46,48)</i> | | | | | |
| LDC 45 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 46 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 48 Hours | 11359 | 11685 | 10494 | -1191 | 111.35% |
| Total Retail/Admin Hours | 11359 | 11685 | 10494 | -1191 | 111.35% |
| Total Function Four | 23143 | 24267 | 45430 | 21163 | 53.42% |
| WORKLOAD ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % VARIANCE |
| LDC 41 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| LDC 42 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| Auto/Mech Volume | 0 | | 0 | 0 | 0% |
| LDC 43 Dist Vol Ltrs (Ft) | 14249 | | 12659 | -1590 | - 11.16% |
| LDC 43 Dist Vol Flts (Ft) | 27978 | | 28449 | 471 | 1.68% |
| LDC 43 Dist Vol PP/Sprs | 964201 | | 886507 | -77694 | - 8.06% |
| LDC 44 Box Ltrs (Ft) | 0 | | 0 | 0 | 0% |
| LDC 44 Box Flts (Ft) | 0 | | 0 | 0 | 0% |
| Manual Vol (w/o PP/Sprs) | 42227 | | 41108 | -1119 | - 2.65% |

CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT

| | | |
|------------------|--|------------------|
| UNIT/FINANCE NBR | ENGLEWOOD PO - ENG-MAIN OFFICE STA 072884 | DATE: 03/16/2009 |
|------------------|--|------------------|

Leave Replacement Calculation

| Leave Type | Hrs Per Day | Leave % | Formula | Employees Earned | |
|---------------------|-------------|---------|---|------------------|-------------|
| Annual Leave | 70 | 14.00% | (CSV Avg Daily Hours x 14.00% x (6 day wk /40 hr WHwk)) = | 1.49 | Clerk/MH(s) |
| Sick Leave | 70 | 3.50% | (CSV Avg Daily Hours x 3.50% x (6 day wk /40 hr WHwk)) = | 0.37 | Clerk/MH(s) |
| LWOP | 70 | 1.00% | (CSV Avg Daily Hours x 1.00% x (6 day wk /40 hr WHwk)) = | 0.11 | Clerk/MH(s) |
| (Subtract Overtime) | 70 | 8.00% | (CSV Avg Daily Hours x 8.00% x (6 day wk /40 hr WHwk)) = | 0.85 | Clerk/MH(s) |
| Net Total | | 10.50% | Leave/OT Replacement Needs ▶▶▶▶▶ | 1.11 | Clerk/MH(s) |
| | | | Replacement for Replacement ▶▶▶▶▶ | 0.12 | Clerk/MH(s) |
| | | | Total Leave Replacement ▶▶▶▶▶ | 1.23 | Clerk/MH(s) |

| | |
|--|----------|
| Man Year (0 < 100, 1 100-199, 2 => 200) | 2 |
|--|----------|

| | | |
|---------------------|------|----|
| Current Ratio FT/PT | 100% | 0% |
| Target Ratio FT/PT | 100% | 0% |

| Current on Rolls | |
|--------------------------------|-----------|
| Full Time Clerk | 13 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 1 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 on Rolls | 14 |

| Earned Complement | |
|--------------------------------|-----------|
| Full Time Clerk | 11 |
| Part Time Flexible Clerk | 0 |
| Part Time Regular Clerk | 0 |
| Full Time Mailhandler | 1 |
| Part Time Flexible Mailhandler | 0 |
| Part Time Regular Mailhandler | 0 |
| Total F4 Earned | 12 |

| Current Actual | Dly Hrs | Employees | |
|-------------------------------|--------------|--------------|--------------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 52.38 | 7.87 | Clerk/MH(s) |
| LDC44 | 6.87 | 1.03 | Clerk/MH(s) |
| LDC45 | 23.70 | 3.56 | Clerk/MH(s) |
| LDC46 | 0.28 | 0.04 | Clerk/MH(s) |
| LDC48 | 16.62 | 2.50 | Clerk/MH(s) |
| Total Actual Daily Hrs | 99.85 | 15.00 | Clerk/MH(s) |

| Target | Dly Hrs | Employees | |
|---------------------------|--------------|--------------|--------------------|
| LDC41 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC42 | 0.00 | 0.00 | Clerk/MH(s) |
| LDC43 | 27.41 | 4.14 | Clerk/MH(s) |
| LDC44 | 3.44 | 0.52 | Clerk/MH(s) |
| LDC45 | 14.38 | 2.17 | Clerk/MH(s) |
| LDC46 | 1.04 | 0.16 | Clerk/MH(s) |
| LDC48 | 24.04 | 3.63 | Clerk/MH(s) |
| Total Daily Earned | 70.30 | 10.62 | Clerk/MH(s) |

| | |
|----------------------------------|--------------|
| Daily Hours Actual | 99.85 |
| Current Complement | 14 |
| FTEE Current | 2154 |
| Projected Annual Hrs Actual | 30155 |
| On Duty Required Totals: | 10.62 |
| Leave Replacement Totals: | 1.23 |
| Complement Total | 11.85 |

| | |
|---|---------------|
| Daily Hours Earned | 70.30 |
| Target Complement | 11.85 |
| FTEE Target | 1792 |
| Projected Annual Hrs Earned | 21231 |
| Full Time Equiv Employee (Hrs per) | 1792 |
| Variance FTEE | 2.15 |
| Complement % Achieved | 85.71% |

| AREA CUSTOMER SERVICE VARIANCE - [800]-COLORADO/WYOMING PFC | | | | | |
|--|-----------|--------------------------------------|---------------------------------|----------|------------|
| ENGLEWOOD PO - ENG-MAIN OFFICE STA 072884 | | | Variance Date: 03/16/2009 | | |
| Analysis Period: 03/03/2007 to 03/06/2009 - Customer Service Days: 610 | | | Unit Level: 21 Man Yr: 2 CAG: B | | |
| Benchmark Generation: 12/19/2008-03/06/2009 | | [ENGLEWOOD PO] ENG-MAIN OFFICE STA ▾ | | | |
| FTEE COMPLEMENT ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| Full Time Clerk | 10 | 11 | 13 | 2 | 84.62% |
| Part Time Flexible Clerk | 0 | 0 | 0 | 0 | 0% |
| Part Time Regular Clerk | 0 | 0 | 0 | 0 | 0.00% |
| Full Time MH | 1 | 1 | 1 | 0 | 0.00% |
| Part Time Flexible MH | 0 | 0 | 0 | 0 | 0.00% |
| Part Time Regular MH | 0 | 0 | 0 | 0 | 0.00% |
| Full Time Equivalent Emp | 11 | 12 | 14 | 2.26 | 83.89% |
| Full Time Equivalent Hrs | 1801 | 1799 | 2143 | | |
| WORKHOUR ANALYSIS | | | | | |
| <i>Automation/Mechanized (LDC41-42)</i> | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % ACHIEVED |
| LDC 41 Hours | 0 | 0 | 0 | 0 | 0% |
| LDC 42 Hours | 0 | 0 | 0 | 0 | 0% |
| Total Auto/Mech Hours | 0 | 0 | 0 | 0 | 0% |
| <i>Manual (LDC43-44)</i> | | | | | |
| LDC 43L Hours | 2833 | 2848 | 4921 | 2073 | 57.88% |
| LDC 43F Hours | 2911 | 3748 | 5518 | 1770 | 67.93% |
| LDC 43P Hours | 3501 | 3720 | 4944 | 1224 | 75.24% |
| LDC 43A Hours | 5813 | 6320 | 16413 | 10093 | 38.51% |
| LDC 43 Total | 15058 | 16636 | 31796 | 15160 | 52.32% |
| LDC 44 Hours | 1663 | 2095 | 4172 | 2077 | 50.22% |
| Total Manual Hours | 16720 | 18731 | 35968 | 17237 | 52.08% |
| <i>Retail/Admin (LDC45,46,48)</i> | | | | | |
| LDC 45 Hours | 8577 | 8727 | 14383 | 5656 | 60.67% |
| LDC 46 Hours | 631 | 631 | 168 | -463 | 375.62% |
| LDC 48 Hours | 14108 | 14591 | 10090 | -4501 | 144.61% |
| Total Retail/Admin Hours | 23316 | 23949 | 24641 | 692 | 97.19% |
| Total Function Four | 40037 | 42679 | 60609 | 17930 | 70.42% |
| WORKLOAD ANALYSIS | | | | | |
| UNIT VARIABLES | BENCHMARK | EARNED | ACTUAL | VARIANCE | % VARIANCE |
| LDC 41 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| LDC 42 TPF Vol Pcs | 0 | | 0 | 0 | 0% |
| Auto/Mech Volume | 0 | | 0 | 0 | 0% |
| LDC 43 Dist Vol Ltrs (Ft) | 12292 | | 20814 | 8523 | 69.34% |
| LDC 43 Dist Vol Flts (Ft) | 25860 | | 33750 | 7890 | 30.51% |
| LDC 43 Dist Vol PP/Sprs | 1120109 | | 1127059 | 6950 | 0.62% |
| LDC 44 Box Ltrs (Ft) | 7972 | | 10250 | 2279 | 28.59% |
| LDC 44 Box Flts (Ft) | 2715 | | 3796 | 1081 | 39.81% |
| Manual Vol (w/o PP/Sprs) | 48839 | | 68610 | 19771 | 40.48% |

***2000 LOCAL MEMORANDUM
OF UNDERSTANDING***

BETWEEN THE

**DENVER METRO AREA LOCAL
OF THE
*AMERICAN POSTAL WORKERS UNION***

AND THE

**ENGLEWOOD, COLORADO, POST OFFICE
OF THE
*UNITED STATES POSTAL SERVICE***

ITEM XVIII REASSIGNMENTS

A. Section for reassignments purposes shall be:

1. Main Office
2. Downtown Station
3. Greenwood Village Branch
4. Mail Processing Center

ITEM XIX PARKING

If during the life of this Agreement, a parking area becomes available, it will be subject to an addendum to this Memorandum of Understanding.

ITEM XXII BID ASSIGNMENTS

- A. When submitting more than one (1) bid, the clerk will specify order of choice by number on bid cards, 1st choice, 2nd choice, 3rd choice, etc.
- B. All vacant or newly established craft duty assignments will be posted on all official bulletin boards for seven (7) days.
- C. At the close of each bid period, the senior qualified bidder(s) must be placed into the new assignment within 28 days following the closing date.
- D. When during or at the end of the deferment period, a senior bidder qualifies they must be placed into the new assignment within 28 days following qualification.
- E. The following actions shall cause a duty assignment to be reposted:
 1. A change in starting time over one (1) cumulative hour.

- F. The incumbent, at their option, shall remain in the duty assignment or shall elect to vacate the duty assignment in the below situations:
1. When financial responsibility is added to or withdrawn from the original job description.
 2. When any scheme is added to or withdrawn from the original job description.
 3. When it is proposed to change the starting time of all duty assignments of the entire section over one (1) cumulative hour.
- G. The parties may mutually agree to modify the conditions for re-posting depending on the circumstances of the changes provided the changes are not inconsistent or in conflict with the National Agreement.

Paul J. Mendrick 6/26/02
Paul J. Mendrick, President Date
Denver Metro Area Local, APWU

Sharon Hill 6/26/02
Sharon Hill, OIC Date
Englewood Main Post Office, USPS

| OFFICE | JOB ID | JOB TITLE | D/A | FUNC | LDC | Job Note1 |
|-----------------------|----------|--------------------|-----|------|-----|----------------|
| ENG-CARRIER ANX | 95678969 | CARRIER TECHNICIAN | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 95829443 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 95600211 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 70274548 | CARRIER TECHNICIAN | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 95634983 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 95722094 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 95813118 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 95497433 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-MAIN OFFICE STA | 95643547 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-GREENWOOD VILLAGE | 95704167 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |
| ENG-GREENWOOD VILLAGE | 95714945 | CARRIER (CITY) | 134 | 2B | 21 | WITHHELD - JOB |