



TO: *San Diego AL
CAL JAL*
DATE: *11/3/09*

- For your information
- Please review & take action
- As Requested
- Reduce issues to writing and submit ASAP! If any.

October 19, 2009

Omar Gonzalez
APWU Western Regional Coordinator
500 Airport Blvd., Ste. 450
Burlingame, CA 94010

Comments: Please review all documents closely and identify issues asap & forward to Regional Coordinator office
Omar Gonzalez Coordinator CC NISA

This is to advise you of the intent of the San Diego District to utilize Article 12.5.C.5 of the National Agreement to involuntarily reassign up to 51 full-time Level 6 clerks, one PTR clerk and one PTF clerk from fifteen (15) separate offices. The number of clerks to be exceeded from each of the fifteen offices is set forth below.

OFFICE	NUMBER OF IMPACTED FT CLERKS	NUMBER OF IMPACTED PTF CLERKS	NUMBER OF IMPACTED PTR'S	TOTALS
Apple Valley	1		1	2
Blythe	1			1
Bonsall	1			1
Carlsbad	3			3
El Centro	4			4
Escondido	8			8
Hesperia	8	1		9
Holtville	1			1
LaJolla	9			9
Lakeside	1			1
Oceanside	5			5
Poway	3			3
Ramona	3			3
Solana Beach	2			2
Valley Center	1			1
TOTALS	51	1	1	53

The impacts are based on the ongoing loss of workload as reflected in the earned work hours and staffing and scheduling reviews. The impacted employees will be advised of their involuntary reassignments by separate letter.

The final placement date would normally occur no earlier than April 25, 2010. However, due to the ongoing loss of workload, the financials and the need to maintain service, it may be necessary to begin the placement process earlier than that date. It may also be necessary to utilize the provisions of Article 7.2.B of the National Agreement to temporarily detail some or all of the impacted clerks during the notice period in order to afford them a work opportunity.

By copy of this notice, the Pacific Area will withhold up to 51 full-time residual assignments, one PTR residual assignment and one PTF opportunity in the clerk, carrier, mail handler and custodial crafts in offices and plants within a 200 mile radius.

Attached you will find copies of the automated impact statements and the operational data supporting the need to excess along with the list of impacted employees in each of the identified offices.

If you wish to meet on this matter, please contact Carol Hunt at (858) 674-3180 on or before close of business on October 28, 2009 to make any necessary arrangements.



Mike Thomas
Manager, Labor Relations

Attachments

cc: Area Manager, Operations Support
Area Manager, Human Resources
Area Manager, Finance



American Postal Workers Union, AFL-CIO

**Omar M. Gonzalez
Western Regional Coordinator**

500 Airport Blvd. Suite 450
Burlingame, CA 94010
(650) 685-7402
(650) 685-7429 Fax

ogonzalez@apwu.org

November 9, 2009

Mr. Mike W. Thomas
Manager, Labor Relations
Pacific Area USPS
11255 Rancho Carmel Drive, Rm 227
San Diego, CA 92197

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Director, Maintenance Craft

Robert C "Bob" Pritchard
Director, M.V.S. Craft

Sharyn M. Stone
Central Region Coordinator

Michael Gallagher
Eastern Region Coordinator

John H. Dirziuz
Northeast Region Coordinator

William "Bill" Sullivan
Southern Region Coordinator

Omar M. Gonzalez
Western Region Coordinator

RE: San Diego District/ San Diego Bid Cluster

Reference is made to two Express Mail packages received today from Area CC Shumate regarding San Diego District and Bid Installation. I expressed to you the Region's concern via email.

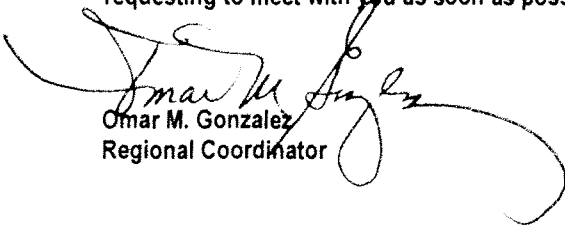
Your attention is directed to a regional pre-arbitration settlement signed October 14, 2009 wherein that is no blanket declaration notice of six months is not possible. It was agreed that in the event six (6) months notice is not possible the Employer shall state in each situation the specific reason(s) why it is not possible to give six months notice.

In her October 19, 2009 notice (that pre-dates the Work Hour Impact Reports) Area CC Shumates states that final placement would normally occur no earlier than April 25, 2010. Shumate states, however, due to on going loss of workload, financials and need to maintain service placement process may begin earlier than that date.

The Regional Union requests documentation, reports, studies, surveys that support the loss of work load in each of those offices. The Region further requests service needs documentation within the 200 mile radius that may require earlier involuntary reassignment. In addition the Region requests documentation that validates the claim that "financials will result in earlier reassignments.

The Region also requests identification of where work opportunity issues are taking place in the event utilization of Article 7.2.B is necessary. The Region's position is that Article 12 of the CBA/JCIM requires advance notice to employees who may be detailed.

Also, as I informed in the email the package for the San Diego Bid Installation does not have a notice of intent, notice of withholding or any type of letter. This violates the CBA and the pre-arb settlement. I am requesting to meet with you as soon as possible to address this issue.



Omar M. Gonzalez
Regional Coordinator

Omar Gonzalez

From: Omar Gonzalez
Sent: Monday, November 09, 2009 3:03 PM
To: 'Thomas, Mike W - San Diego, CA'
Subject: RE: Packages/Info/Notice & Appeal

Mike:

I understand the sinister implication but this is one of those "packages" I contend was not received. Some Impact Statement's were, according to Linda, "pulled" on 10-23-09, some were pulled 10-26-09. The letter is dated 10-19-09 with a deadline to contact your secretary by 10-28-09. They are received by this Office on 11-09-09. It may not be sinister but it is suspiciously wrong. So normally the impact date is in May 2009. Correct?

Omar

From: Thomas, Mike W - San Diego, CA [mailto:mike.w.thomas@usps.gov]
Sent: Monday, November 09, 2009 2:16 PM
To: Omar Gonzalez
Subject: FW: Packages/Info/Notice & Appeal
Importance: High

Omar,

See Linda's explanation for date variances. Nothing sinister going on.

Mike

From: Shumate, Linda G - City of Industry, CA
Sent: Monday, November 09, 2009 2:00 PM
To: Thomas, Mike W - San Diego, CA
Subject: FW: Packages/Info/Notice & Appeal
Importance: High

Mike I get the letter signed and then pull the impact statements which are a part of the attachments. The system assigns a current prepared date each time I pull an impact statement.

From: Omar Gonzalez [mailto:ogonzalez@apwu.org]
Sent: Monday, November 09, 2009 12:46 PM
To: Thomas, Mike W - San Diego, CA
Cc: Shumate, Linda G - City of Industry, CA
Subject: Packages/Info/Notice & Appeal

Mike I received an **Express Mail EH846392680US** from Ms Shumate today containing San Diego bid cluster F4 package. An unsigned note stated that the cover letter will be sent electronically Monday morning. **No such cover letter has been received as of this time.** The Workhour Impact Report reveals the report was prepared on 11/05/09. This is inadequate notice!

Also received was Express Mail EH846392676US from Ms Shumate containing an October 19, 2009 letter of intent on San Diego District 15 separate AOs for a total of 53 clerks. The Work Hour Impact Report shows it was prepared 10/23/09. How can a letter be dated before a report is prepared? The other Work Hour Impact Reports show a prepared date of 10/26/09 yet the cover letter is dated 10/19/09.



American Postal Workers Union, AFL-CIO

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Western Regional Coordinator

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November 4, 2009

National Executive Board

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Omar M. Gonzalez
Western Region Coordinator

Mr. Mike W. Thomas
Manager, Labor Relations
Pacific Area USPS
11255 Rancho Carmel Drive, Rm 227
San Diego, CA 92197

Re: San Diego Article 12 Issues

Reference is made to a Notice of intent the San Diego District to utilize Article 12.5.C.5 to involuntarily reassign 51 full time level 6 clerks, 1 PTR and 1 PTF dated October 19, 2009 but received on November 2, 2009.

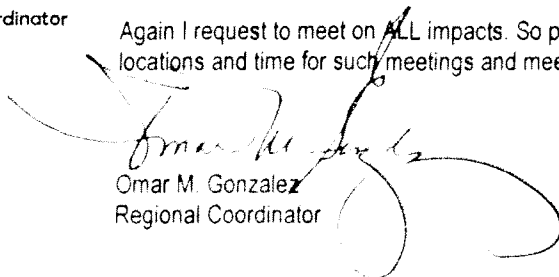
A preliminary review of the "package" reveals that the ORPES Complement vs Caps/Plans documents for the Apple Valley Post Office, and Solana Beach Post Office is not included.

Also, the package did not contain an Impact Statement for Escondido. The Region is requesting the Impact Statement and the afore mention missing information.

The last paragraph of your letter states if I wish to meet on this matter to contact Carol Hunt before the close of business October 28, 2009. This serves as a protest of this dictum on the following principals:

- An Area/Regional Meeting is required no less than 90 days (six months if possible) in advance of any anticipated reassignments per the JCIM/CBA. It is not a matter of "wishing to meet."
- I request to meet on all such impacts no less than 90 days in advance of any anticipated reassignments whether they be "details" or "excessing involuntary reassignments."
- In this instant matter the letter is dated October 21, 2009 with a no later date for contact of October 28, 2009. Assuming you mail that letter and deposit it into the mail stream that day and USPS meets delivery standards the letter would arrive some time on or about October 24, 2009 which in this case is a Saturday. It would be delivered on the business day of October 26, 2009 and processed. That is a ridiculous time frame in which to expect a "wish" for a meeting. **However, this letter was received November 2, 2009** thirteen days after it is dated.

Again I request to meet on ALL impacts. So please have your secretary Ms Hunt contact me to schedule the dates, locations and time for such meetings and meetings in the future.


Omar M. Gonzalez
Regional Coordinator

The Area/Regional Meeting was scheduled Oct. 29, 2009. Not all managers were present and the faxing of Impact Packages was impeded. The meeting was therefore rescheduled to Nov. 5, 2009 face to face. The meeting was held telephonically when the Region informed not all packages had been received. The meeting was held at 10 am. Here is the RECAP:

IMPACT- Delmar, Fallbrook Rancho Santa Fe, Santee, Redlands, Rialto, Palm Desert and Vista (San Diego District). Notice was received 9-17-09. Region advised the package did not contain backup documentation (SSRs etc) for the other offices but only Del Mar. Area CC to mail the complete package to Region. Area advised Mgt met with Local Union on 10/9/09. Employee notice to be issued on or about 11-9-09. Attrition will be applied once the Area CC reviews and tabulates incentive retirement numbers and applies to the packages. This is to be performed over the weekend so that at the next scheduled Area/Region Meeting (Nov.12) a full update number is finalized. Radius is currently at 200 miles. If there is a need to expand the Region will be consulted since San Diego District does not border on anything there are at this time a limited number of residual vacancies available. An updated residual listing is due on 11-06-09 . Area CC to provide Region with identification of limited duty and preference eligible employees impacted.

IMPACT- Los Angeles Bid Installation (LA District) District Management in process of closing out L.A. excessing. Area validating retirement incentives and application to returning senior excessed former clerks. Area to inform Region early next week.

IMPACT- Fresno/Stockton/Lodi (Sac District) Notice recd 9-21-09. 25 clerks impacted. This impact may close out because of proximity limited for placement opportunities. Area CC to advise Region at 11-12 meeting. Stockton impacts revised to 27 FT clks. Info will be provided next week as to preference eligibles/limited duty and attrition. On **Lodi**, Area CC to secure machine relo. docs.

IMPACT- Redding (Sac District) Notice recd 9-10-09. Impact to 7 FT clerks. Incentive Retirement Attrition to be determined over the weekend. Radius 200 miles. Limited Duty and Preference eligibles with group unknown will be reported at 11-12 meeting. Area contends local management has not met with the Local Union. Notice to employees has not been issued.

IMPACT- Sac Stations/AOs (Sac Dist) Notice recd 9-24-09. 26 clerks impacted. Special incentive retirement Attrition to be determined and applied over week end. Radius 200 miles. Residual vacancies to be sent in and are due 11-06. Limited Duty and Preference eligibles to be determined and reported on 11-12. Colfax to be closed out. Sacramento may close out and Jamestown may close out but no determination as of yet until next week. Notice to employees has not been issued.

IMPACT- Sac Bid Installation (Sac Dist) Notice recd 9-10-09. 150 clerks impacted. Impact date is 3-15-10 not 3-27-10 but it may be as late as April. Local Mgt met with Local Union 10-11-09. No letters to employees have been issued as of yet. Attrition to be applied upon review of incentive retirements will inform at meeting of 11-12. Radius is 200 miles. Information on Limited Duty and Preference eligibles to be provided to Region next week. Employees may not have reassignment opportunities until residuals are captured. Some employees may have to be detailed.

IMPACT - Long Beach AMP (SNA Dist) Notice recd 8-21. Exact number not available will advise on 11-12. Attrition to be applied after a review of the numbers over the weekend. The Facility is not closing it is more of a centralization. Radius is 200 miles. Some discussion on placement has taken place with L.A. Local but there are two processes away at the LAX ISC from completing their bid process. They have been authorized additional complement. There are insufficient residuals at the moment but no movement will take place until after Christmas. There is no opportunity for placement in the mailhandler craft in Long Beach. Pref eligibles and LD to be reported next week. Letter were issued to employees and management met with the Local Union.

IMPACT - San Francisco (SF Dist) multiple events including AMC/ISC; Bid Installation; Function 4. PTRs. Notices recd 8-31, 9-24, 9-10. Area CC informs that the District has not yet closed out previous impacts. The PTRs may be retained however, and the Region will be advised next week. Timeline dates may vary as there are multiple events. The Area will update the Region on these impacts next week on 11-12. Area does not believe local mgt has met with local union. Attrition will be applied after weekend review of incentive retirements. Preference eligibles/Limited Duty to be identified and reported next week. Letters may have been issued but not sure. Data Collection impacts are being dropped. Details may be occurring .

IMPACT-Bay Valley Associate Office (BV District). The local parties are working on changing PT assignments to FT assignment to accommodate some impacts. No specifics available.

Area advised additional impact packages were being mailed out Friday for discussion 11-12. Region informed that it not enough time to receive, review and prepare for meeting. San Diego AO and Bid Installation , Oakland Installation & BV AOs to be sent to Region for discussion on 11-12.

WorkHour Impact Report

Impacted Bid Cluster	HESPERIA POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	04/02/2010
Period (Dates) of Review Performed	09/13/2008 thru 09/25/2009
Report Prepared By	Linda Shumate
Report Prepared Date	10/26/2009
Reviewed By	Dallas Keck
Phone	(858) 674-0301

WorkHour Impact Report

Craft = CLERK

	A	B	C	D	E	F	G
	Current Average Weekly Hrs	Planned Weekly Hrs	Weekly Hrs Savings	Monthly Savings	Annual Work Hours Savings	Annual FTE Savings	Current FTE Yearly Hr Rate
Total	567	430	-137	-548	-7124	-4	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	31	5.5%	-18.27	0		13	3%

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	

There are no casual clerks in this office.

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	7
b. Current Total Non-OverTime CLERK PTFs Hours per Month	868
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	- 128
d. Number of CLERK PTFs that will have Reduced Hours	1
e. Will there be any CLERK PTFs Excessed from Craft or Installation	YES
If Yes how Many CLERK PTFs	1

f. Provide Narrative Explaining need for Excessing

The ongoing loss of workload has resulted in a need to excess one PTF from the craft and/or installation.

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	

TE's are not authorized in the clerk craft in field offices.

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	
There are no PTR's in this office.	

Full Time Regular (FTRs)

a. Current Number of CLERK FTRs on Rolls	10
b. Planned Number of CLERK FTR Positions After Impact	7
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	3
e. Provide Narrative Explaining need for Excessing	
The ongoing loss of wok load has resulted in a need to excess 3 full-time clerks from the craft and/or instlaation.	

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-420
b. Planned Reduction in Total OT Hours per Month	-73
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-128
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	1720
f. Total FTE Savings	-4

ORPES Complement vs Caps/Plans

Lead/Office: HESPERIA PO (053420)

FROM TO	Pay Pd 21 Pay Pd 21	FY 2010 FY 2010	FROM Pay Pd 21 FY 2010 ACTUAL	TO Pay Pd 21 FY 2010 ACTUAL	CHANGE IN Mths	CAP	Actl vs CAP	Actl vs FY 2010 EOQ 1 PLAN	FY 2010 EOQ 1 PLAN	FY 2010 EOQ 2 PLAN	FY 2010 EOQ 3 PLAN	FY 2010 EOQ 4 PLAN
Function 2 - DEL MGMT												
2920 - Non-Bargaining			3	3				3	3			
2940 - Consolidated			3	3				3	3			
Function 2A - RURAL												
1070 - Rural Carriers-Barg			7	7				7	7			
1080 - Rural Carriers-Non Barg			6	6				6	6			
2940 - Consolidated			13	13				13	13			
Function 2B - CITY DEL												
1300 - Carriers-Full Time			34	34				34	34			
1310 - Carriers-Part Time			11	11				11	11			
1315 - City Carrier Transitional- All			5	5				5	5			
1316 - City Carrier Transitional- MOU			5	5				5	5			
1317 - City Carrier Transitional- Non-MOU			0	0								
1320 - Carriers-Casual			0	0								
1515 - City Carriers-TE MOU			0	0								
2940 - Consolidated			50	50				50	50			
Function 3B - MAINT												
1800 - Maintenance-Full Time			3	3				3	3			
2940 - Consolidated			3	3				3	3			
Function 4 - CUST SERV												
1100 - Clerks-Full Time			10	10				10	10			
1110 - Clerks-Part Time			7	7				7	7			
1120 - Clerks-Casual			0	0								
2920 - Non-Bargaining			0	0								
2940 - Consolidated			17	17				17	17			
Function 67 - LDC67												
1300 - Carriers-Full Time			0	0								
2940 - Consolidated			0	0								
Function 8 - ADMIN												
2920 - Non-Bargaining			0	0								
2940 - Consolidated			0	0								
Grand Total			86	86	0			86	86			

ORPES Complement vs Caps/Plans

Lead/Office: HESPERIA PO (053420)

FROM TO	Pay Pd 21 Pay Pd 20	FY 2009 FY 2009	FROM Pay Pd 21 FY 2009 ACTUAL	TO Pay Pd 20 FY 2009 ACTUAL	CHANGE IN Mths	CAP	Actl vs CAP	Actl vs FY 2009 EOQ 1 PLAN	FY 2009 EOQ 1 PLAN	FY 2009 EOQ 2 PLAN	FY 2009 EOQ 3 PLAN	FY 2009 EOQ 4 PLAN
Function 2 - DEL MGMT												
2920 - Non-Bargaining			2	3	1			3	3			
2940 - Consolidated			2	3	1			3	3			
Function 2A - RURAL												
1070 - Rural Carriers-Barg			7	7				7	7			
1080 - Rural Carriers-Non Barg			6	6				6	6			
2940 - Consolidated			13	13				13	13			
Function 2B - CITY DEL												
1300 - Carriers-Full Time			36	34	-2			34	34			
1310 - Carriers-Part Time			10	11	1			11	11			
1315 - City Carrier Transitional- All			6	5	-1			5	5			
1316 - City Carrier Transitional- MOU			5	5				5	5			
1317 - City Carrier Transitional- Non-MOU			1	0	-1							
1320 - Carriers-Casual			0	0								
1515 - City Carriers-TE MOU			0	0								
2940 - Consolidated			52	50	-2			50	50			
Function 3B - MAINT												
1800 - Maintenance-Full Time			3	3				3	3			
2940 - Consolidated			3	3				3	3			
Function 4 - CUST SERV												
1100 - Clerks-Full Time			10	10				10	10			
1110 - Clerks-Part Time			10	7	-3			7	7			
1120 - Clerks-Casual			1	0	-1							
2920 - Non-Bargaining			0	0								
2940 - Consolidated			21	17	-4			17	17			
Function 67 - LDC67												
1300 - Carriers-Full Time			0	0								
2940 - Consolidated			0	0								
Function 8 - ADMIN												
2920 - Non-Bargaining			1	0	-1							
2940 - Consolidated			1	0	-1							
Grand Total			92	86	-6			86	86			

ORPES Complement vs Caps/Plans

Lead/Office: HESPERIA PO (053420)

FROM TO	Pay Pd 21 Pay Pd 20	FY 2008 FY 2008	FROM Pay Pd 21 FY 2008 ACTUAL	TO Pay Pd 20 FY 2008 ACTUAL	CHANGE IN Mths	CAP	Actl vs CAP	Actl vs FY 2008 EOQ 1 PLAN	FY 2008 EOQ 1 PLAN	FY 2008 EOQ 2 PLAN	FY 2008 EOQ 3 PLAN	FY 2008 EOQ 4 PLAN
Function 2 - DEL MGMT												
2920 - Non-Bargaining			2	2				2	2			
2940 - Consolidated			2	2				2	2			
Function 2A - RURAL												
1070 - Rural Carriers-Barg			7	7				7	7			
1080 - Rural Carriers-Non Barg			7	6	-1			6	6			
2940 - Consolidated			14	13	-1			13	13			
Function 2B - CITY DEL												
1300 - Carriers-Full Time			40	36	-4			36	36			
1310 - Carriers-Part Time			11	10	-1			10	10			
1315 - City Carrier Transitional- All			3	6	3			6	6			
1316 - City Carrier Transitional- MOU			0	5	5			5	5			
1317 - City Carrier Transitional- Non-MOU			3	1	-2			1	1			
1320 - Carriers-Casual			0	0								
1515 - City Carriers-TE MOU			0	0								
2940 - Consolidated			54	52	-2			52	52			
Function 3B - MAINT												
1800 - Maintenance-Full Time			2	3	1			3	3			
2940 - Consolidated			2	3	1			3	3			
Function 4 - CUST SERV												
1100 - Clerks-Full Time			8	10	2			10	10			
1110 - Clerks-Part Time			10	10				10	10			
1120 - Clerks-Casual			0	1	1			1	1			
2920 - Non-Bargaining			0	0								
2940 - Consolidated			18	21	3			21	21			
Function 67 - LDC67												
1300 - Carriers-Full Time			0	0								
2940 - Consolidated			0	0								
Function 8 - ADMIN												
2920 - Non-Bargaining			1	1				1	1			
2940 - Consolidated			1	1				1	1			
Grand Total			91	92	1			92	92			

ORPES Complement vs Caps/Plans
Lead/Office: HESPERIA PO (053420)

FROM	Pay Pd 21	FY 2007	FROM	TO			Actl vs					
TO	Pay Pd 20	FY 2007	Pay Pd 21	Pay Pd 20	CHANGE		FY 2007	FY 2007	FY 2007	FY 2007	FY 2007	FY 2007
			FY 2007	FY 2007	IN Mths	CAP	EOQ 1	EOQ 1	EOQ 2	EOQ 3	EOQ 4	
			ACTUAL	ACTUAL			PLAN	PLAN	PLAN	PLAN	PLAN	

Function 2 - DEL MGMT

2920 - Non-Bargaining	1	2	1				2	2				
2940 - Consolidated	1	2	1				2	2				

Function 2A - RURAL

1070 - Rural Carriers-Barg	6	7	1				7	7				
1080 - Rural Carriers-Non Barg	8	7	-1				7	7				
2940 - Consolidated	14	14					14	14				

Function 2B - CITY DEL

1300 - Carriers-Full Time	43	40	-3				40	40				
1310 - Carriers-Part Time	7	10	3				10	10				
1315 - City Carrier Transitional- All	0	3	3				3	3				
1316 - City Carrier Transitional- MOU	0	0										
1317 - City Carrier Transitional- Non-MOU	0	0										
1320 - Carriers-Casual	1	0	-1									
1515 - City Carriers-TE MOU	0	0										
2940 - Consolidated	51	53	2				53	53				

Function 3B - MAINT

1800 - Maintenance-Full Time	3	2	-1				2	2				
2940 - Consolidated	3	2	-1				2	2				

Function 4 - CUST SERV

1100 - Clerks-Full Time	10	8	-2				8	8				
1110 - Clerks-Part Time	9	10	1				10	10				
1120 - Clerks-Casual	2	0	-2									
2920 - Non-Bargaining	1	0	-1									
2940 - Consolidated	22	18	-4				18	18				

Function 67 - LDC67

1300 - Carriers-Full Time	0	0										
2940 - Consolidated	0	0										

Function 8 - ADMIN

2920 - Non-Bargaining	1	1					1	1				
2940 - Consolidated	1	1					1	1				

Grand Total

92	90	-2					90	90				
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L/C Description	-----Act Ddays 6 Sply Ddays 6-----				-----Act Ddays 8 Sply Ddays 9-----				-----Act Ddays 8 Sply Ddays 9-----			
	Act/Plan	10-03-2009	10-09-2009		Act/Plan	10-01-2009	10-09-2009		Act/Plan	10-01-2009	10-09-2009	
	SPLY	10-04-2008	10-10-2008		SPLY	10-01-2008	10-10-2008		SPLY	10-01-2008	10-10-2008	
	***** Current Week *****				***** Month to Date *****				***** Year to Date *****			
	Actual	Plan	%Plan	%SPLY	Actual MTD	Plan MTD	%P MTD	%S MTD	Actual YTD	Plan YTD	%P YTD	%S YTD
25 RURAL CARRIERS	419	376	11.4	0.0	559	501	11.6	-8.8	506	501	1.0	-17.5
RSH RURAL STANDARD HOURS	386	0	0.0	-0.8	515	0	0.0	-11.7	515	0	0.0	-11.7
RSTD RURAL % TO STANDARD	8.5492	0.0000	0.0	10.9	8.5437	0.0000	0.0	66.0	-1.7476	0.0000	0.0	-134.0
OT25 RURAL OT	23	12	91.7	0.0	35	16	118.8	-450.0	38	16	137.5	-480.0
O25R RURAL OT RATIO	5.49	3.19	72.0	0.0	6.26	3.19	96.1	-483.8	7.51	3.19	135.2	-560.4
SL25 RURAL SL	8	16	-50.0	-66.7	16	21	-23.8	-11.1	-8	21	-138.1	-144.4
S25R RURAL SL RATIO	1.91	4.26	-55.1	-66.7	2.86	4.19	-31.7	-2.5	-1.58	4.19	-137.7	-153.8
A25R FN2A AL RATIO	5.73	0.00	0.0	0.0	9.48	0.00	0.0	-1068.7	12.06	0.00	0.0	-1331.7

SRRB RURAL BOXES	6,001	6,091	-1.5	-0.7	6,001	6,090	-1.5	-0.7	6,001	6,090	-1.5	-0.7
CRRB CUM RURAL BOXES	36,006	36,546	-1.5	-0.7	48,008	48,722	-1.5	-11.7	48,008	48,722	-1.5	-11.7
HCRB CONTRACT DELIVERIES	422	0	0.0	2.7	422	0	0.0	2.7	422	0	0.0	2.7

20 D/S SUPERVISOR	169	114	48.2	21.6	221	149	48.3	-2.6	221	149	48.3	-2.6
21 OFFICE	413	432	-4.4	-25.7	529	577	-8.3	-35.4	529	577	-8.3	-35.4
22 STREET	1,326	1,337	-0.8	-6.4	1,754	1,782	-1.6	-17.5	1,754	1,782	-1.6	-17.5
23 OTHER	36	12	200.0	350.0	44	15	193.3	300.0	44	15	193.3	300.0
26 CC CUS SUPPORT	0	3	-100.0	-100.0	0	5	-100.0	-100.0	0	5	-100.0	-100.0
27 COLLECTIONS	27	25	8.0	3.8	35	33	6.1	-10.3	35	33	6.1	-10.3
FN2C CITY CARRIER HRS	1,802	1,806	-0.2	-10.2	2,362	2,407	-1.9	-21.1	2,362	2,407	-1.9	-21.1
92 OPNS D/S TNG HRS	0	3	-100.0	0.0	0	4	-100.0	0.0	0	4	-100.0	0.0
FN2B CITY DELIVERY	1,971	1,926	2.3	-8.2	2,583	2,565	0.7	-19.8	2,583	2,565	0.7	-19.8
CMCD FN2C % TO STANDARD	96.22	100.87	-4.6	-20.5	92.60	101.04	-8.4	-21.4	92.60	101.04	-8.4	-21.4
OT2C CITY CARRIER OT	240	0	0.0	-3.6	336	0	0.0	-7.7	336	0	0.0	-7.7
O2CR CITY CARR OT RATIO	13.32	0.00	0.0	7.3	14.23	0.00	0.0	17.0	14.23	0.00	0.0	17.0
OT2B FN2B OT	263	166	58.4	-6.4	363	223	62.8	-11.9	363	223	62.8	-11.9
O2BR FN2B OT RATIO	13.34	8.62	54.8	1.9	14.05	8.69	61.6	9.9	14.05	8.69	61.6	9.9
PO2C CITY CARRIER PO	0	0	0.0	-100.0	0	0	0.0	-100.0	0	0	0.0	-100.0
SL2C CITY CARRIER SL	186	0	0.0	154.8	266	0	0.0	86.0	266	0	0.0	81.0
S2CR CITY CARR SL RATIO	10.32	0.00	0.0	183.6	11.26	0.00	0.0	135.8	11.26	0.00	0.0	129.4
SL2B CITY DELIVERY SL	186	83	124.1	154.8	266	112	137.5	76.2	266	112	137.5	71.6
S2BR CITY DEL SL RATIO	9.44	4.31	119.0	177.4	10.30	4.37	135.8	119.7	10.30	4.37	135.8	114.1
A2BR FN2B AL RATIO	7.26	0.00	0.0	-6.2	8.75	0.00	0.0	14.6	8.75	0.00	0.0	16.5

SDPD POSS DEL	26,601	26,672	-0.3	1.2	26,601	26,670	-0.3	1.2	26,601	26,670	-0.3	1.2
CUPD CUM DELIVERIES	159,606	160,032	-0.3	1.2	212,806	213,362	-0.3	-10.1	212,806	213,362	-0.3	-10.1
CTRT CITY STREET ROUTES	35	39	-10.3	-12.5	35	39	-10.3	-12.5	35	39	-10.3	-12.5
CDPR CITY DEL PER ROUTE	760.0	683.9	11.1	15.6	760.0	683.9	11.1	15.6	760.0	683.9	11.1	15.6



CDV TOT CDV PIECE	597,566	581,537	2.8	-30.3	770,452	775,380	-0.6	-39.1	770,452	775,380	-0.6	-39.1
CSFL CASED FLATS	111,105	107,540	3.3	-1.0	148,800	143,387	3.8	-12.8	148,800	143,387	3.8	-12.8
CSLT CASED LETTERS	32,895	26,148	25.8	-18.4	41,700	34,864	19.6	-31.8	41,700	34,864	19.6	-31.8
CSVL TOT CASED VOL	144,000	133,688	7.7	-5.6	190,500	178,251	6.9	-17.9	190,500	178,251	6.9	-17.9
DPS CITY CARR DPS	428,840	376,135	14.0	-25.7	555,226	501,510	10.7	-33.2	555,226	501,510	10.7	-33.2
SEQ SEQUENCED VOLUME	24,726	71,714	-65.5	-80.6	24,726	95,619	-74.1	-87.7	24,726	95,619	-74.1	-87.7
PKCC CITY CARRIER PKGS	4,731	3,445	37.3	25.6	6,566	4,593	43.0	29.0	6,566	4,593	43.0	29.0

OEI OFFICE EFF INDICATOR	386.46	370.44	4.3	36.2	402.28	369.78	8.8	39.2	402.28	369.78	8.8	39.2
SEI STREET EFF IND	120.37	119.69	0.6	8.0	121.33	119.73	1.3	9.0	121.33	119.73	1.3	9.0
TEI DELIVERIES PER HOUR	88.57	88.32	0.3	12.7	90.10	88.31	2.0	14.0	90.10	88.31	2.0	14.0
DPSD DPS % - DPS OFFICES	92.88	93.50	-0.7	-0.6	93.01	93.50	-0.5	-0.1	93.01	93.50	-0.5	-0.1
DPSD DPS % - ALL OFFICES	92.88	93.50	-0.7	-0.6	93.01	93.50	-0.5	-0.1	93.01	93.50	-0.5	-0.1

37 BUILDING SYS EQUIP	40	0	0.0	0.0	48	0	0.0	-14.3	48	0	0.0	-14.3
38 BUILDING SERV-CUSTOD	62	80	-22.5	-4.6	94	107	-12.1	-16.8	94	107	-12.1	-16.8
FN3B TOTAL PLNT & EQUIP	102	80	27.5	-2.9	142	107	32.7	-16.0	142	107	32.7	-16.0
OT3B OPS PLANT & EQUIP OT	0	3	-100.0	0.0	0	4	-100.0	0.0	0	4	-100.0	0.0
O3BR PLNT&EQUIP OT RATIO	0.00	3.75	-100.0	0.0	0.00	3.74	-100.0	0.0	0.00	3.74	-100.0	0.0

L/C Description	-----Act Ddays 6 Sply Ddays 6-----				-----Act Ddays 8 Sply Ddays 9-----				-----Act Ddays 8 Sply Ddays 9-----			
	Actual	Plan	%Plan	%SPLY	Actual MTD	Plan MTD	%P MTD	%S MTD	Actual YTD	Plan YTD	%P YTD	%S YTD
TTSF TOTAL FMLA NO DC	16	0	0.0	0.0	24	0	0.0	100.0	24	0	0.0	100.0
SFPR TOT FMLA % WKHRS	0.53	0.00	0.0	0.0	0.60	0.00	0.0	144.7	0.60	0.00	0.0	149.6
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WPTT TOTAL LWOP	224	0	0.0	558.8	292	0	0.0	450.9	316	0	0.0	496.2
WPPC TOT LWOP % WKHRS	7.36	0.00	0.0	615.5	7.24	0.00	0.0	574.0	7.94	0.00	0.0	644.0
ALTF TOTAL AL	193	0	0.0	-22.5	329	0	0.0	-9.6	337	0	0.0	-6.4
ALTR TOTAL AL RATIO	6.34	0.00	0.0	-15.8	8.16	0.00	0.0	10.6	8.47	0.00	0.0	16.8

FFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	D/A	FUNC	OCC CODE	EOD	SEN DATE	SEN #	VET PREF	STREET	CITY	STATE	ZIP
ESPERIA PO	WILSON	BRENDA	H	2982788	70165654	SALES, SVCS/DISTRIBUTION ASSOC	6	110	4	23200003	2/21/1981	6/9/1984	1	N				
ESPERIA PO	HIGGINS	VERNON	G	2999428	95486395	MAIL PROCESSING CLERK	6	110	4	23150063	2/20/1985	10/12/1985	1	Y				
ESPERIA PO	VARELA	NINA	E	3107383	95772988	SALES AND SERVICES ASSOCIATE	6	110	4	23200001	2/4/1984	11/25/1985	1	Y				
ESPERIA PO	TIANGCO JR	GUILLERMO	A	3143218	70133622	DIST WINDOW CLK	6	110	4	234002XX	3/1/1982	10/24/1987	1	Y				
ESPERIA PO	WOODWARD	TAREN	D	3231311	95822531	DIST WINDOW CLK	6	110	4	234002XX	3/12/1988	3/12/1988	1	Y				
ESPERIA PO	MYERS	MICHAEL	M	3192943	70256552	MAIL PROCESSING CLERK	6	110	4	23150063	2/19/1994	9/16/1995	1	N				
ESPERIA PO	MACIAS	LINDA	C	3319804	95651022	MAIL PROCESSING CLERK	6	410	4	23150063	10/12/1996	3/28/1998	1	N				
ESPERIA PO	AGLUBAT	NARCISO	R	3354730	95834726	SALES, SVCS/DISTRIBUTION ASSOC	6	410	4	23200003	4/25/1998	11/18/2000	1	Y				
ESPERIA PO	GREY	THOMAS	M	3432915	95732459	SALES, SVCS/DISTRIBUTION ASSOC	6	410	4	23200003	6/4/2001	11/1/2003	1	Y				
ESPERIA PO	HART	DAVID	D	3477644	95667639	SALES, SVCS/DISTRIBUTION ASSOC	6	410	4	23200003	11/29/2003	11/29/2003	1	Y				
ESPERIA PO	TOCA	CHRISTINA	L	3533260	95655391	SALES, SVCS/DISTRIBUTION ASSOC	6	410	4	23200003	10/16/2004	10/16/2004	1	N				
ESPERIA PO	MARQUEZ	DOLORES		3215093	95554668	SALES, SVCS/DISTRIBUTION ASSOC	6	410	4	23200003	5/31/1994	1/22/2005	1	N				
ESPERIA PO	DAVIS	DEBBRA	L	3388835	95737363	SALES, SVCS/DISTRIBUTION ASSOC	6	110	4	23200003	1/27/1996	9/17/2005	1	N				
ESPERIA PO	BECERRA	CARMELITA	C	3148677	95825241	SALES, SVCS/DISTRIBUTION ASSOC	6	110	4	23200003	8/3/1996	9/17/2005	2	N	12424 PETALUMA RD	VICTORVILLE	CA	92392-7606
ESPERIA PO	WILKEN JR	WARREN	H	2986963	95535780	SALES, SVCS/DISTRIBUTION ASSOC	6	110	4	23200003	7/8/1995	10/3/2005	1	N	PO BOX 403042	HESPERIA	CA	92340-3042
ESPERIA PO	MORALES RAMIREZ	JOSE	A	3684479	95477195	SALES, SVCS/DISTRIBUTION ASSOC	6	410	4	23200003	8/21/2006	12/9/2006	1	Y	19102 YUCCA ST	HESPERIA	CA	92345-6449
ESPERIA PO	GUNDLING	ELLEN	C	3355013	70159981	SALES, SVCS/DISTRIBUTION ASSOC	6	110	4	23200003	1/13/1990	2/16/2008	1	N	20326 SIESTA LN	APPLE VALLEY	CA	92308-8309

 CUSTOMER SERVICE VARIANCE - [920]-SAN DIEGO PFC					
HESPERIA PO - HESPERIA PO 053420			Variance Date: 08/25/2009		
Analysis Period: 05/23/2009 to 08/21/2009 - Customer Service Days: 76			Unit Level: 22 Man Yr: 0 CAG: E		
Benchmark Generation: FY 2008 WK 1 - FY 2008 WK 52		[HESPERIA PO] HESPERIA PO 			
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	10	10	0%
Part Time Flexible Clerk	15	12	8	-4	150.00%
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	15	12	18	5.76	67.97%
Full Time Equivalent Hrs	1871	1869	1426	(17)	
WORKHOUR ANALYSIS					
<i>Automation/Mechanized (LDC41L-41F)</i>					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltrs Hours	0	0	0	0	0%
LDC 41 Flts Hours	0	0	0	0	0%
Total Auto/Mech Hours	0	0	0	0	0%
<i>Manual (LDC43-44)</i>					
LDC 43L Hours	314	238	345	107	68.97%
LDC 43F Hours	438	174	316	142	55.06%
LDC 43P Hours	629	406	686	280	59.19%
LDC 43A Hours	833	754	453	-301	166.35%
LDC 43 Total	2214	1572	1800	228	87.31%
LDC 44 Hours	586	309	642	333	48.13%
Total Manual Hours	2801	1880	2442	562	77.00%
<i>Retail/Admin (LDC 42,45,46,48)</i>					
LDC 42 Hours	46	21	26	5	81.54%
LDC 45 Hours	2001	1708	2066	358	82.65%
LDC 46 Hours	0	0	0	0	0%
LDC 48 Hours	2136	2146	1925	-221	111.47% ?
Total Retail/Admin Hours	4183	3875	4017	142	96.45%
Total Function Four	6984	5755	6459	704	89.10%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	3620		0	-3620	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	3620		0	-3620	0%
LDC 43 Dist Vol Ltrs (Ft)	2049		1552	-496	- 24.22%
LDC 43 Dist Vol Flts (Ft)	3572		1419	-2153	- 60.27%

LDC 43 Dist Vol PP/Sprs	190557		123034	-67523	- 35.43%
LDC 44 Box Ltrs (Ft)	2193		1385	-809	- 36.87%
LDC 44 Box Flts (Ft)	1417		425	-992	- 70.02%
Manual Vol (w/o PP/Sprs)	9231		4781	-4450	- 48.21%
LDC 45 Transactions	79029		65448	-13581	- 17.18%
Retail Transaction Volume	79029		65448	-13581	- 17.18%
PRODUCTIVITY ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
LDC 41 Ltr PPH	0	0	0	0	0%
LDC 41 Flt PPH	0	0	0	0	0%
LDC 43 Dist Vol Ltrs FPH	6.52	6.52	4.50	- 2.02	68.97%
LDC 43 Dist Vol Flts FPH	8.16	8.16	4.49	- 3.67	55.06%
LDC 43 Dist PP/Sprs PPH	303	303	179	-124	59.08%
LDC 43 Allied Hrs per day	10.97	9.92	5.96	- 3.96	166.35%
LDC 44 Box L&F FPH	6.16	5.86	2.82	- 3.04	48.08%
LDC 45 Min. per Trans	1.52	1.57	1.89	0.33	82.65%
LDC 45 Trans per 1412	173.89		188.07	14.18	108.16%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	40		35	-5	- 12.50%
Rural Routes	8		8	0	0.00%
CDS Routes	1		1	0	0.00%
POB Equivalent Routes	23		23	0	0.00%
City Deliveries	26267		26598	331	1.26%
Rural Deliveries	6047		6008	-39	- 0.64%
CDS Deliveries	410		421	11	2.68%
PO Box Deliveries	2754		2754	0	0.00%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	13.88	11.44	12.88	1.44	

HESPERIA PO - HESPERIA PO - LDC 42 EARNED WORKHOURS

WORKLOAD ELEMENT	SOURCE	VALUE	CSV FACTORS INCLUDES STB	BENCHMARK MINS / DAY
BRM/PD #ACCT.POSTED	AVERAGE DAILY	5	2.263 Minutes ea. Daily avg.	11.32
BRM/PD AVG PIECES	AVERAGE DAILY	150	BRM/PD Pieces / 9.060 = Minutes	16.56
FLEX TIME	APPROV MIN.	0.00	Actual Authorized Other Time	0.00
MERCHANDISE RETURN SVC	AVERAGE DAILY	0	1.6634 Minutes ea. Daily avg.	0.00
PARCEL RETURN SVC	AVERAGE DAILY	5	1.6634 Minutes ea. Daily avg.	8.32
<i>Period 05/23/2009 - 08/21/2009 (76 Data Days)</i>		TOT.BENCHMARK MINUTES P/DAY		36.19
<i>Report date 08/25/2009</i>		TOT.LDC42 BENCHMARK HOURS		45.84
Bold Lettering = District Level Editable Workload Elements				

HESPERIA PO - HESPERIA PO - LDC 48 EARNED WORKHOURS

WORKLOAD ELEMENT	SOURCE	VALUE	CSV FACTORS INCLUDES STB	BENCHMARK MINS / DAY
2ND NOTICES DLVS	DELIVERIES	35478	2.1450 minutes per 1000 Deliveries	76.10
APC MAINTENANCE	# PER MACHINE	1	5.3645 per machine	5.36
AVG MAILINGS PER	# PER	18.00	Mailings * 12 Mth * 30.650 min / 302	21.92
BOX ACCOUNTABLE MAIL	ROUTES 1 per 500	5.51	6.437 minutes per route	35.47
CALLER SERVICE (PAID)	AVG DAY	0	Callers *1.3400 minutes	0.00
CANCEL MAIL	ACTUAL MINUTES	0	Actual + (STB Factor 0.0729)	0.00
CARRIER ACCOUNTABLES	ROUTES	49	6.437 minutes per route	315.41
CFS MAINTENANCE	DELIVERIES	35478	0.6437 minutes per 500 Deliveries	45.67
CLAIMS	DELIVERIES	35478	3.2187 minutes per 5000 Deliveries	22.84
COLLECTIONS	ACTUAL	30	Actual + (STB Factor 0.0729)	32.19
DISPATCH DLVS	DELIVERIES	35478	6.4370 minutes per 1000 possible	228.37
EXPRESS MAIL DELIVERY	ACTUAL	0	Actual + (STB Factor 0.0729)	0.00
EXPRESS/PRIORITY SCANS	# OF SCANS	500	0.150 min for each of the 1st 200 + 0.150 min each > 200	75.00
FIRM HOLDOUT	AVG DAY	2	Firm Holdouts *1.34 minutes	2.68
FLEX TIME	APPROV MIN.	0.00	Actual Authorized Other Time	0.00
GENERAL CLERK	OFFICE LEVEL	185.17	Lead Finance Level 22,24 or 26 +(STB Factor 0.0729)	198.67
NIXIE/UBBM	DELIVERIES	35478	5.3645 minutes per 500 Deliveries	380.64
OFFSITE TRAVEL/ADMIN	ACTUAL MINUTES	0.00	Actual + (STB Factor 0.0729)	0.00
OPN &CLS SUPPLIES &SVCS	# OF OFFICES	1	13.41 minutes per office	13.41
P.O. BOX MAINT	BOXES-RENTED	2754	Rented boxes *2.145 min / 302	19.56
POST OFFICE BOXES	RENTED	2754	Not Applicable	
PREMIUM FOWARDING SVC	ACTUAL	1	Actual + (STB Factor 0.0729)	1.07
PS 8125 VERIFICATION	# OF SCANS	3	7.51 minutes per shipment	22.53
ROUTES CDS	DELIVERIES	410	Not Applicable	
ROUTES CITY	DELIVERIES	26267	Not Applicable	
ROUTES RURAL	DELIVERIES	6047	Not Applicable	
TELEPHONE	DELIVERIES	35478	3.2187 minutes per 1000 Deliveries	114.19
VALIDATE 1412 'S	POS	6	6.437 minutes per 1412	38.49
VERIFY DEPOSIT/TRANSMIT	# OF OFFICES	1	36.850 minutes per Office	36.85
<i>Period 05/23/2009 - 08/21/2009 (76 Data Days)</i>		TOT.BENCHMARK MINUTES P/DAY		1686.44
<i>Report date 08/25/2009</i>		TOT.LDC48 BENCHMARK HOURS		2136.16

Bold Lettering = District Level Editable Workload Elements

CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT					
Delivery Days: 302		HESPERIA PO - HESPERIA PO 053420		DATE	
Leave Replacement Calculation					
Leave Type	Hrs Per Day	Leave %	Formula	Employ	
Annual Leave	82	14.00%	(CSV Avg Daily Hours x 14.00%x(6 day wk/40 hr WHwk)=	1.73	
Sick Leave	82	3.50%	(CSV Avg Daily Hours x 3.50%x(6 day wk/40 hr WHwk)=	0.43	
LWOP	82	1.00%	(CSV Avg Daily Hours x 1.00%x(6 day wk/40 hr WHwk)=	0.12	
(Subtract Overtime)	82	12.00%	(CSV Avg Daily Hours x 12.00%x(6 day wk/40 hr WHwk)=	1.48	
Net Total		6.50%	Leave/OT Replacement Needs >>>>	0.80	
			Replacement for Replacement >>>>	0.05	
			Total Leave Replacement >>>>	0.85	
Man Year (0 < 100, 1 100-199, 2 => 200)		0		Current Ratio FT/PT	56%
				Target Ratio FT/PT	0%
Current on Rolls			Earned Complement		
Full Time Clerk	10		Full Time Clerk		
Part Time Flexible Clerk	8		Part Time Flexible Clerk		
Part Time Regular Clerk	0		Part Time Regular Clerk		
Full Time Mailhandler	0		Full Time Mailhandler		
Part Time Flexible Mailhandler	0		Part Time Flexible Mailhandler		
Part Time Regular Mailhandler	0		Part Time Regular Mailhandler		
Total F4 on Rolls	18		Total F4 Earned		
Current Actual	Daily Hrs	Employees	Target	Daily Hrs	
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00	
LDC 42 Clerk/MH(s)	0.13	0.02	LDC 42 Clerk/MH(s)	0.11	
LDC 43 Clerk/MH(s)	29.69	4.49	LDC 43 Clerk/MH(s)	23.60	
LDC 44 Clerk/MH(s)	10.16	1.54	LDC 44 Clerk/MH(s)	5.91	
LDC 45 Clerk/MH(s)	30.34	4.59	LDC 45 Clerk/MH(s)	23.97	
LDC 46 Clerk/MH(s)	0.00	0.00	LDC 46 Clerk/MH(s)	0.00	
LDC 48 Clerk/MH(s)	21.46	3.24	LDC 48 Clerk/MH(s)	28.19	
Total Actual Daily Hrs	91.78	13.88	Total Earned Daily Hrs	81.78	
Daily Hours Actual	91.78		Daily Hours Earned		
Current Complement	18		Target Complement		
FTEE Current	1540		FTEE Target		
Projected Annual Hrs Actual	27,718		Projected Annual Hrs Earned		
On Duty Required Totals	12.35		Full Time Equiv Employee (Hrs per)		
Leave Replacement Totals	0.85		Variance FTEE		
Complement Total	13.20		Complement % Achieved		



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Hesperia

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All Metrics Values

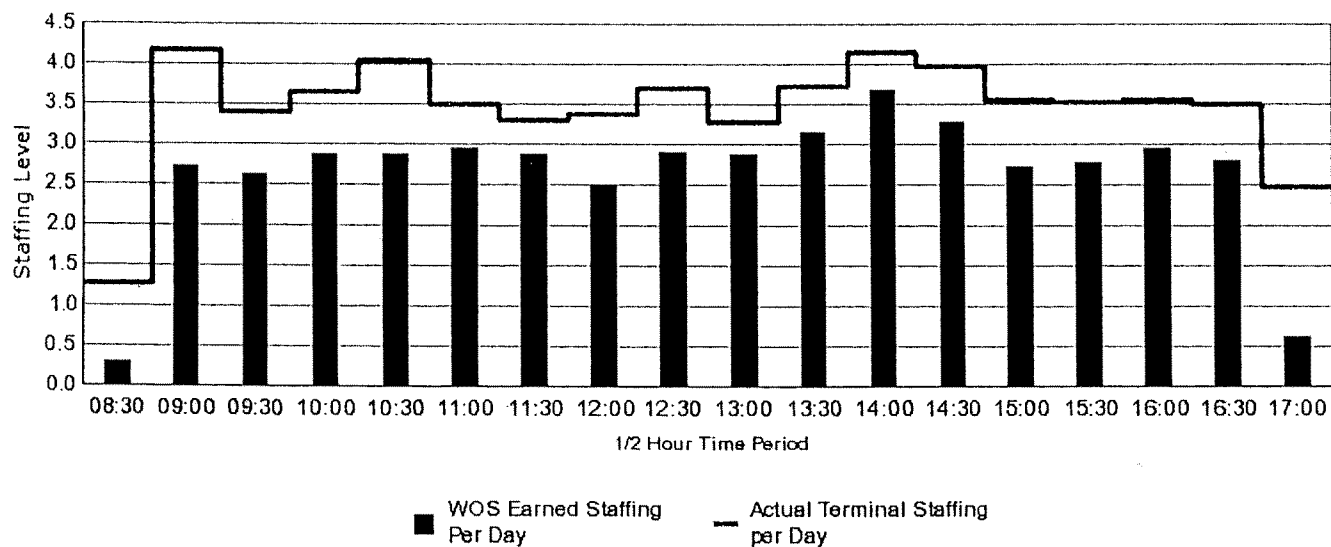
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WOS Earned - Actual Staffing Graph

The Actual Terminal Staffing is based on activity at the Front Office Counters and Passport terminals ONLY.



1/2 Hour of Day	Metrics	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day
08:30		0.3	1.3
09:00		2.7	4.2
09:30		2.6	3.4
10:00		2.9	3.7
10:30		2.9	4.1
11:00		3.0	3.5
11:30		2.9	3.3
12:00		2.5	3.4
12:30		2.9	3.7
13:00		2.9	3.3
13:30		3.1	3.7
14:00		3.7	4.2
14:30		3.3	4.0
15:00		2.7	3.6
15:30		2.8	3.5
16:00		3.0	3.6
16:30		2.8	3.5
17:00		0.6	2.5

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File View Data Format

(Custom)

All Metrics Values

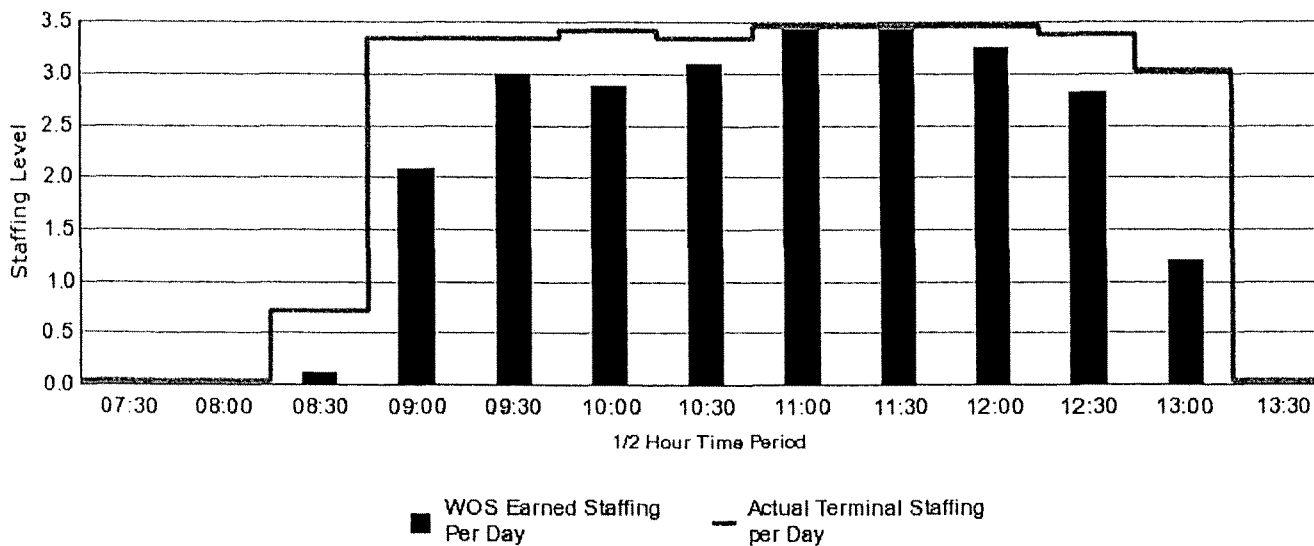
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WOS Earned - Actual Staffing Graph

The Actual Terminal Staffing is based on activity at the Front Office Counters and Passport terminals ONLY.



1/2 Hour of Day	Metrics	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day
07:30		0.0	0.0
08:00		0.0	0.0
08:30		0.1	0.7
09:00		2.1	3.3
09:30		3.0	3.3
10:00		2.9	3.4
10:30		3.1	3.3
11:00		3.5	3.5
11:30		3.5	3.5
12:00		3.2	3.5
12:30		2.8	3.4
13:00		1.2	3.0
13:30		0.0	0.0

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