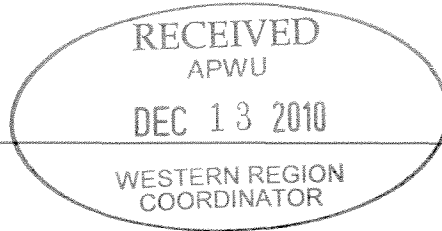


MANAGER, HUMAN RESOURCES  
PACIFIC AREA



To:  Pacific Area Local(s)  
 Western Area Local(s)  
 So. West Area Local(s)

- Withholding Info
- Staffing Issue(s)
- Status Update
- Grievance Administration
- Please review, take action and reduce issues to writing
- Comments

November 8, 2010

DEL CON:

Omar Gonzalez  
Western Regional Coordinator, APWU  
1350 Old Bayshore Hwy. Suite 360  
Burlingame, CA 94010

**Omar M. Gonzalez, Coordinator**

This is to advise you of the intent of the Honolulu District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign two(2) Part-Time Flexible clerks from the craft and/or installation in three (2) separate offices. The offices are shown below.

EVENT NO	OFFICE	PTF IMPACT
21088	Haleiwa	1
17624	Laie	1
	TOTALS	2

The basis of this impact is an administrative staffing and scheduling review. Specifically, the current earned hours and workload do not support the current career complement.

The impacted PTF clerks will be advised on their involuntary reassignments by separate letter. The placement process would normally not be scheduled to begin before June 18, 2011; however, given the loss of workload and the financials of the Postal Service nationwide, it may be necessary to begin the process earlier than that date. It may also be necessary to utilize the provisions of Article 7.B.2 of the National Agreement to detail some or all of the impacted employees during the notice period in order to provide them with a work opportunity.

By copy of this notice, the Pacific Area will withhold up to two (2) part-time flexible opportunities in the clerk, carrier and custodial crafts in offices within a 500 mile radius of the impacted site. A copy of the list of the offices where withholding is authorized is attached.

Also attached is a copy of the Automated Impact Report for each of the two offices, copies of the operational data supporting the need to excess and name of the junior impacted PTF in each office. We would like to schedule this matter for discussion at our next meeting which is scheduled for December 17, 2010.

Mike Thomas

Attachments

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

11255 RANCHO CARMEL DR. RM. 227  
SAN DIEGO, CA 92197-4400  
PHONE: 858-674-3180  
FAX: 858-674-3131

Area Complement Coordinator with attachments  
Linda Shumate with attachments  
Callie Grett with attachments  
Janet Barrientos with attachments  
District Complement Coordinator with attachments  
Chris Jackson – NALC with attachments  
Richard Sui with attachments

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	HALEIWA POST OFFICE
<b>Installation Address</b>	
<b>Area Name</b>	PACIFIC
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	04/01/2011
<b>Period (Dates) of Review Performed</b>	09/12/2009 thru 09/10/2010
<b>Report Prepared By</b>	Aaron Oya
<b>Report Prepared Date</b>	12/07/2010
<b>Reviewed By</b>	Daryl Ishizaki
<b>Phone</b>	(808) 423-3700

# 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	180	144	-36	-144	-1872	-1	1872

## 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	4	2.2%	-1	0		3	2.1%

## 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	
no casual clerks in this office	

### Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	4
b. Current Total Non-OverTime CLERK PTFs Hours per Month	576
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	- 144
d. Number of CLERK PTFs that will have Reduced Hours	0
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	

An administrative review of the staffing and scheduling revealed that the earned workhours do not support the current level of staffing and it will be necessary 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.	

# 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 PTRs in this office.                                   |    |

## Full Time Regular (FTRs)

- |   |    |
|---|----|
| a. Current Number of CLERK FTRs on Rolls                            | 1  |
| b. Planned Number of CLERK FTR Positions After Impact               | 1  |
| c. Estimated Number of CLERK FTR Attrition                          | 0  |
| d. Will there be any CLERK FTRs Excessed from Craft or Installation | NO |
| If Yes how Many CLERK FTRs  | 0  |
| e. Provide Narrative Explaining need for Excessing                  |    |
| FT staffing is not impacted.  |    |

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	0
b. Planned Reduction in Total OT Hours per Month	-4
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-144
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	576
f. Total FTE Savings	-1



## CUSTOMER SERVICE VARIANCE - [967]-HONOLULU PFC

HALEIWA PO - HALEIWA PO 141000

MPOO 1 | Date: 12/07/2010

Analysis Period: 09/04/2010 to 12/03/2010 - Customer Service Days: 74

Unit Level: 18 Man Yr: 0 CAG: G

Benchmark Dates: FY 2010 WK 1 - FY 2010 WK 52

**POS**

[HALEIWA PO] HALEIWA PO

### FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	1	1	0%
Part Time Flexible Clerk	3	3	4	1	75.00%
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	3	3	5	2.00	60.00%
Full Time Equivalent Hrs	1792	1789	1247		

### WORKHOUR ANALYSIS

#### *Automation/Mechanized (LDC41L-41F)*

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%

#### *Manual (LDC43-44)*

LDC 43L Hours	20	17	14	-3	118.46%
LDC 43F Hours	29	34	31	-3	109.08%
LDC 43P Hours	94	96	73	-23	131.93%
LDC 43A Hours	78	78	107	29	73.20%
LDC 43 Total	222	225	225	0	100.01%
LDC 44 Hours	164	152	148	-4	102.70%
Total Manual Hours	386	377	373	-4	100.95%

#### *Retail/Admin (LDC 42,45,48)*

LDC 42 Hours	21	0	0	0	0%
LDC 45 Hours	828	852	848	-4	100.47%
LDC 48 Hours	316	316	307	-9	102.81%
Total Retail/Admin Hours	1164	1168	1155	-13	101.10%

Mgmt Involvement Hours	(43.30)	(46.40)			
Total Function Four	1507	1498	1528	30	98.02%

**WORKLOAD ANALYSIS**

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (Ft)	190		155	-35	- 18.55%
LDC 43 Dist Vol Flts (Ft)	337		394	57	16.97%
LDC 43 Dist Vol PP/Sprs	31684		32424	740	2.34%
LDC 44 Box Ltrs (Ft)	593		622	30	4.98%
LDC 44 Box Flts (Ft)	350		394	44	12.64%
Manual Vol (w/o PP/Sprs)	1,470		1,565	95	6.46%
LDC 45 Transactions	36254		40416	4,162	11.48%
Retail Transaction Volume	36,254		40,416	4,162	11.48%

**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	9.32	9.32	11.04	1.72	118.46%
LDC 43 Dist Vol Flts FPH	11.65	11.65	12.71	1.06	109.08%
LDC 43 Dist PP/Sprs PPH	337	337	444	107	131.75%
LDC 43 Allied Hrs per day	1.06	1.06	1.45	0.39	73.20%
LDC 44 Box L&F FPH	5.73	6.71	6.87	0.16	102.37%
LDC 45 Min. per Trans	1.37	1.26	1.26	- 0.01	100.47%
LDC 45 Trans per 1412	175.30		199.09	23.79	113.57%

**UNIT ROUTE AND DELIVERIES ANALYSIS**

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	2		2	0	0.00%
Rural Routes	2		2	0	0.00%
CDS Routes	0		0	0	0%
POB Equivalent Routes	9		9	0	0.00%
City Deliveries	1235		1227	-8	- 0.65%
Rural Deliveries	1429		1431	2	0.14%

CDS Deliveries	0		0	0	0%
PO Box Deliveries	1059		1056	-3	- 0.28%
<b>FTES DAILY STAFFING ANALYSIS</b>					
<b>UNIT VARIABLES</b>	<b>BENCHMARK</b>	<b>EARNED</b>	<b>ACTUAL</b>	<b>VARIANCE</b>	
Clerk/Mailhandler	3.09	3.06	3.11	0.05	

**Withholding Request- Locations**

**Event ID:** Haleiwa F4 FSSR PTF

**Event Type:** Reduction Other Than by Attrition

**Losing Bid Cluster:** HALEIWA POST OFFICE

Area	Bid Cluster	Office
PACIFIC	AIEA POST OFFICE (HI)	AIEA PO
PACIFIC	ANAHOLA POST OFFICE (HI)	ANAHOLA PO
PACIFIC	BARRIGADA POST OFFICE (GU)	GUM-GUAM NAVAL STA
PACIFIC	ELEELE POST OFFICE (HI)	ELEELE PO
PACIFIC	EWA BEACH POST OFFICE (HI)	EWA BEACH PO
PACIFIC	HALEIWA POST OFFICE (HI)	HALEIWA PO
PACIFIC	HANAIEI POST OFFICE (HI)	HANAIEI PO
PACIFIC	HANAPEPE POST OFFICE (HI)	HANAPEPE PO
PACIFIC	HAUULA POST OFFICE (HI)	HAUULA PO
PACIFIC	HONOLULU CUST SVC DISTRICT (HI)	HONOLULU CS DISTRICT
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-DOWNTOWN STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-HAWAII KAI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-KAPALAMA STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-MAIN OFFICE STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-MAKIKI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-SAND ISLAND CARRI
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-WAIALAE-KAHALA ST
PACIFIC	HONOLULU POST OFFICE (HI)	HNL-WAIKIKI STA
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU P&DC
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU PO
PACIFIC	HONOLULU POST OFFICE (HI)	HONOLULU VMF
PACIFIC	HOOLEHUA POST OFFICE (HI)	HOOLEHUA PO
PACIFIC	KAAAWA POST OFFICE (HI)	KAAAWA PO
PACIFIC	KAHUKU POST OFFICE (HI)	KAHUKU PO
PACIFIC	KAILUA POST OFFICE (HI)	KAILUA PO
PACIFIC	KALAHEO POST OFFICE (HI)	KALAHEO PO
PACIFIC	KALAUPAPA POST OFFICE (HI)	KALAUPAPA PO
PACIFIC	KANEOHE POST OFFICE (HI)	KANEOHE PO
PACIFIC	KAPAA POST OFFICE (HI)	KAPAA PO
PACIFIC	KAUMAKANI POST OFFICE (HI)	KAUMAKANI PO
PACIFIC	KAUNAKAKAI POST OFFICE (HI)	KAUNAKAKAI PO
PACIFIC	KILAUEA POST OFFICE (HI)	KILAUEA PO
PACIFIC	KOLOA POST OFFICE (HI)	KOLOA PO
PACIFIC	KUALAPUU POST OFFICE (HI)	KUALAPUU PO
PACIFIC	KUNIA POST OFFICE (HI)	KUNIA PO
PACIFIC	LAIE POST OFFICE (HI)	LAIE PO
PACIFIC	LANAI CITY POST OFFICE (HI)	LANAI CITY PO
PACIFIC	LAWAI POST OFFICE (HI)	LAWAI PO
PACIFIC	LIHUE POST OFFICE (HI)	LIHUE PO
PACIFIC	MAUNALOA POST OFFICE (HI)	MAUNALOA PO
PACIFIC	PEARL CITY POST OFFICE (HI)	PEARL CITY PO
PACIFIC	WAHIAWA POST OFFICE (HI)	WAH-MILILANI STA
PACIFIC	WAHIAWA POST OFFICE (HI)	WAHIAWA PO
PACIFIC	WAIALUA POST OFFICE (HI)	WAIALUA PO
PACIFIC	WAIANAE POST OFFICE (HI)	WAIANAE PO

PACIFIC	WAIMANALO POST OFFICE (HI)	WAIMANALO PO
PACIFIC	WAIPAHU POST OFFICE (HI)	WAIPAHU PO

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
141000	HALEIWA PO	GONZALEZ JR	GUADALUPE		3375678	95637016	DIST WINDOW CLK	410	4	48	4/25/1998	1
141000	HALEIWA PO	NAKAMURA	TED	T	3211475	95748110	DIST WINDOW CLK	410	4	48	5/23/1998	2
141000	HALEIWA PO	CABRALDA	JAMES	G	2969271	95502382	DIST WINDOW CLK	410	4	48	9/11/1999	1
141000	HALEIWA PO	COVERT	NAOMI	A	3704448	95677630	SALES, SVCS/DISTRIBUTION ASSOC	410	4	48	11/11/2006	1

*Expected*

# WorkHour Impact Report

<b>Impacted Bid Cluster</b>	LAIE POST OFFICE
<b>Installation Address</b>	
<b>Area Name</b>	PACIFIC
<b>Impact Type</b>	Reduction Other Than by Attrition
<b>Date of Impact</b>	05/25/2011
<b>Period (Dates) of Review Performed</b>	08/15/2009 thru 08/13/2010
<b>Report Prepared By</b>	Aaron Oya
<b>Report Prepared Date</b>	12/07/2010
<b>Reviewed By</b>	Daryl Ishizaki
<b>Phone</b>	(808) 423-3700

# 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	57	31	-26	-104	-1352	-5	260

## 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	2	3.5%	-1.3	0		1	2.3%

# 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 on rolls

## Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	2
b. Current Total Non-OverTime CLERK PTFs Hours per Month	208
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	-
d. Number of CLERK PTFs that will have Reduced Hours	104
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

A Staffing and scheduling review has resulted in the need to excess one PTF Clerk from the 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.

# 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 clerk on rolls.                                    |    |

## Full Time Regular (FTRs)

- |   |    |
|---|----|
| a. Current Number of CLERK FTRs on Rolls                            | 1  |
| b. Planned Number of CLERK FTR Positions After Impact               | 1  |
| c. Estimated Number of CLERK FTR Attrition                          | 0  |
| d. Will there be any CLERK FTRs Excessed from Craft or Installation | NO |
| If Yes how Many CLERK FTRs  | 0  |
| e. Provide Narrative Explaining need for Excessing                  |    |
| FT employee is not affected   |    |

# WorkHour Impact Report-CLERK

## Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	0
b. Planned Reduction in Total OT Hours per Month	-5
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-104
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	124
f. Total FTE Savings	-5

**Withholding Request- Locations**

**Request ID:** Laie F4 PTF Excessing

**Request Type:** Reduction Other Than by Attrition

**Withholding Bid Cluster:** LAIE POST OFFICE

Area	Bid Cluster	Office
CIFIC	AIEA POST OFFICE (HI)	AIEA PO
CIFIC	ANAHOLA POST OFFICE (HI)	ANAHOLA PO
CIFIC	BARRIGADA POST OFFICE (GU)	GUM-GUAM NAVAL STA
CIFIC	CAPTAIN COOK POST OFFICE (HI)	CAPTAIN COOK PO
CIFIC	ELEELE POST OFFICE (HI)	ELEELE PO
CIFIC	EWA BEACH POST OFFICE (HI)	EWA BEACH PO
CIFIC	HAIKU POST OFFICE (HI)	HAIKU PO
CIFIC	HAKALAU POST OFFICE (HI)	HAKALAU PO
CIFIC	HALEIWA POST OFFICE (HI)	HALEIWA PO
CIFIC	HANA POST OFFICE (HI)	HANA PO
CIFIC	HANALEI POST OFFICE (HI)	HANALEI PO
CIFIC	HANAPEPE POST OFFICE (HI)	HANAPEPE PO
CIFIC	HAUULA POST OFFICE (HI)	HAUULA PO
CIFIC	HAWAII NAT PK POST OFFICE (HI)	HAWAII NAT PK PO
CIFIC	HAWI POST OFFICE (HI)	HAWI PO
CIFIC	HILO POST OFFICE (HI)	HILO PO
CIFIC	HOLUALOA POST OFFICE (HI)	HOLUALOA PO
CIFIC	HONAUNAU POST OFFICE (HI)	HONAUNAU PO
CIFIC	HONOKAA POST OFFICE (HI)	HONOKAA PO
CIFIC	HONOLULU CUST SVC DISTRICT (HI)	HONOLULU CS DISTRICT
CIFIC	HONOLULU POST OFFICE (HI)	HNL-DOWNTOWN STA
CIFIC	HONOLULU POST OFFICE (HI)	HNL-HAWAII KAI STA
CIFIC	HONOLULU POST OFFICE (HI)	HNL-KAPALAMA STA
CIFIC	HONOLULU POST OFFICE (HI)	HNL-MAIN OFFICE STA
CIFIC	HONOLULU POST OFFICE (HI)	HNL-MAKIKI STA
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CIFIC	HONOLULU POST OFFICE (HI)	HONOLULU P&DC
CIFIC	HONOLULU POST OFFICE (HI)	HONOLULU PO
CIFIC	HONOLULU POST OFFICE (HI)	HONOLULU VMF
CIFIC	HONOMU POST OFFICE (HI)	HONOMU PO
CIFIC	HOOLEHUA POST OFFICE (HI)	HOOLEHUA PO
CIFIC	KAAAWA POST OFFICE (HI)	KAAAWA PO
CIFIC	KAHUKU POST OFFICE (HI)	KAHUKU PO
CIFIC	KAHULUI POST OFFICE (HI)	KAHULUI PO
CIFIC	KAILUA KONA POST OFFICE (HI)	KAILUA KONA PO
CIFIC	KAILUA POST OFFICE (HI)	KAILUA PO
CIFIC	KALAHEO POST OFFICE (HI)	KALAHEO PO
CIFIC	KALAUPAPA POST OFFICE (HI)	KALAUPAPA PO
CIFIC	KAMUELA POST OFFICE (HI)	KAMUELA PO
CIFIC	KANEOHE POST OFFICE (HI)	KANEOHE PO
CIFIC	KAPAA POST OFFICE (HI)	KAPAA PO
CIFIC	KAPAAU POST OFFICE (HI)	KAPAAU PO
CIFIC	KAUMAKANI POST OFFICE (HI)	KAUMAKANI PO

**Vitholding Request- Locations**

**Event ID:** Laie F4 PTF Excessing

**Event Type:** Reduction Other Than by Attrition

**Posting Bid Cluster:** LAIE POST OFFICE

<b>Area</b>	<b>Bid Cluster</b>	<b>Office</b>
PACIFIC	KAUNAKAKAI POST OFFICE (HI)	KAUNAKAKAI PO
PACIFIC	KEAAU POST OFFICE (HI)	KEAAU PO
PACIFIC	KEALAKEKUA POST OFFICE (HI)	KEALAKEKUA PO
PACIFIC	KEKAHA POST OFFICE (HI)	KEKAHA PO
PACIFIC	KIHEI POST OFFICE (HI)	KIHEI PO
PACIFIC	KILAUEA POST OFFICE (HI)	KILAUEA PO
PACIFIC	KOLOA POST OFFICE (HI)	KOLOA PO
PACIFIC	KUALAPUU POST OFFICE (HI)	KUALAPUU PO
PACIFIC	KULA POST OFFICE (HI)	KULA PO
PACIFIC	KUNIA POST OFFICE (HI)	KUNIA PO
PACIFIC	KURTISTOWN POST OFFICE (HI)	KURTISTOWN PO
PACIFIC	LAHAINA POST OFFICE (HI)	LAHAINA PO
PACIFIC	LAIE POST OFFICE (HI)	LAIE PO
PACIFIC	LANAI CITY POST OFFICE (HI)	LANAI CITY PO
PACIFIC	LAUPAHOEHOE POST OFFICE (HI)	LAUPAHOEHOE PO
PACIFIC	LAWAI POST OFFICE (HI)	LAWAI PO
PACIFIC	LIHUE POST OFFICE (HI)	LIHUE PO
PACIFIC	MAKAWAO POST OFFICE (HI)	MAKAWAO PO
PACIFIC	MAKAWELI POST OFFICE (HI)	MAKAWELI PO
PACIFIC	MAUNALOA POST OFFICE (HI)	MAUNALOA PO
PACIFIC	MOUNTAINVIEW POST OFFICE (HI)	MOUNTAINVIEW PO
PACIFIC	NAALEHU POST OFFICE (HI)	NAALEHU PO
PACIFIC	PAAUILO POST OFFICE (HI)	PAAUILO PO
PACIFIC	PAHALA POST OFFICE (HI)	PAHALA PO
PACIFIC	PAHOA POST OFFICE (HI)	PAHOA PO
PACIFIC	PAIA POST OFFICE (HI)	PAIA PO
PACIFIC	PAPAALOA POST OFFICE (HI)	PAPAALOA PO
PACIFIC	PAPAIKOU POST OFFICE (HI)	PAPAIKOU PO
PACIFIC	PEARL CITY POST OFFICE (HI)	PEARL CITY PO
PACIFIC	PEPEEKEO POST OFFICE (HI)	PEPEEKEO PO
PACIFIC	PUUNENE POST OFFICE (HI)	PUUNENE PO
PACIFIC	VOLCANO POST OFFICE (HI)	VOLCANO PO
PACIFIC	WAHIAWA POST OFFICE (HI)	WAH-MILILANI STA
PACIFIC	WAHIAWA POST OFFICE (HI)	WAHIAWA PO
PACIFIC	WAIALUA POST OFFICE (HI)	WAIALUA PO
PACIFIC	WAIANAE POST OFFICE (HI)	WAIANAE PO
PACIFIC	WAILUKU POST OFFICE (HI)	WAILUKU PO
PACIFIC	WAIMANALO POST OFFICE (HI)	WAIMANALO PO
PACIFIC	WAIMEA POST OFFICE (HI)	WAIMEA PO
PACIFIC	WAIPAHU POST OFFICE (HI)	WAIPAHU PO

UNIT NAME:  
LAIE POST OFFICE

Version 1.05a.11.15.2005.15.36

SUPERVISOR'S NAME:  
AUDREY BATONGBACAL

6:30 Earliest/Start/Time var

CLERKS	6:30		7:30		8:30		9:30		10:30		11:30		12:30		13:30		14:30		15:30		16:00	
	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start	Earliest	Start
KAULULAUI, K	6:25	43A	7:00	43F	8:15	48	9:00	44	10:00	48	11:00	48	12:00	48	13:00	45	14:00	45	15:00	48	15:30	48
SANDVIG, K	1:25																					

## CUSTOMER SERVICE VARIANCE - [967]-HONOLULU PFC

LAIE PO - LAIE PO 145700

MPOO 1 | Date: 12/07/2010

Analysis Period: 09/04/2010 to 12/03/2010 - Customer Service Days: 74

Unit Level: 16 Man Yr. 0 CAG: G

Benchmark Dates: FY 2010 WK 1 - FY 2010 WK 52

**POS**

[LAIE PO] LAIE PO

### FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	1	1	0%
Part Time Flexible Clerk	1	1	2	1	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	1	1	3	2.00	33.33%
Full Time Equivalent Hrs	1791	1788	619		

### WORKHOUR ANALYSIS

#### *Automation/Mechanized (LDC41L-41F)*

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%

#### *Manual (LDC43-44)*

LDC 43L Hours	9	7	7	0	100.87%
LDC 43F Hours	16	14	13	-1	108.43%
LDC 43P Hours	47	53	53	0	100.03%
LDC 43A Hours	36	37	17	-20	215.29%
LDC 43 Total	109	111	90	-21	123.08%
LDC 44 Hours	57	49	44	-5	111.36%
Total Manual Hours	166	160	134	-26	119.54%

#### *Retail/Admin (LDC 42,45,48)*

LDC 42 Hours	3	0	0	0	0%
LDC 45 Hours	341	275	134	-141	205.49%
LDC 48 Hours	202	201	187	-14	107.71%
Total Retail/Admin Hours	546	477	321	-156	148.53%

Mgmt Involvement Hours	(267.11)	(265.80)			
Total Function Four	444	371	455	84	81.57%
WORKLOAD ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
LDC 41 TPF Ltrs Vol Pcs	0		0	0	0%
LDC 41 TPF Flts Vol Pcs	0		0	0	0%
Auto/Mech Volume	0		0	0	0%
LDC 43 Dist Vol Ltrs (Ft)	88		66	-22	- 24.94%
LDC 43 Dist Vol Flts (Ft)	184		164	-20	- 10.89%
LDC 43 Dist Vol PP/Sprs	15930		17848	1,918	12.04%
LDC 44 Box Ltrs (Ft)	206		218	11	5.56%
LDC 44 Box Flts (Ft)	96		118	22	23.00%
Manual Vol (w/o PP/Sprs)	574		566	-8	- 1.39%
LDC 45 Transactions	13864		11388	-2,476	- 17.86%
Retail Transaction Volume	13,864		11,388	-2,476	- 17.86%
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	9.32	9.32	9.40	0.08	100.87%
LDC 43 Dist Vol Flts FPH	11.65	11.65	12.63	0.98	108.43%
LDC 43 Dist PP/Sprs PPH	337	337	337	0	100.00%
LDC 43 Allied Hrs per day	0.49	0.49	0.23	- 0.26	215.29%
LDC 44 Box L&F FPH	5.34	6.80	7.64	0.84	112.30%
LDC 45 Min. per Trans	1.48	1.45	0.71	- 0.74	205.49%
LDC 45 Trans per 1412	99.44		91.84	- 7.60	92.35%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	2		2	0	0.00%
Rural Routes	0		0	0	0%
CDS Routes	0		0	0	0%
POB Equivalent Routes	3		3	0	0.00%
City Deliveries	836		833	-3	- 0.36%
Rural Deliveries	0		0	0	0%

CDS Deliveries	0		0	0	0%
PO Box Deliveries	301		309	8	2.66%
<b>FTES DAILY STAFFING ANALYSIS</b>					
<b>UNIT VARIABLES</b>	<b>BENCHMARK</b>	<b>EARNED</b>	<b>ACTUAL</b>	<b>VARIANCE</b>	
Clerk/Mailhandler	1.00	0.76	0.93	0.17	

FINANCE	OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	D/A	FUNC	LDC	SEN DATE	SEN #
145700	LAIE PO	KAULULAAU	KRISTIE	K	3411017	95530090	SALES, SVCS/DISTRIBUTION ASSOC	410	4	48	9/23/2001	1
145700	LAIE PO	FUSCO	MARIO	A	3734416	95667056	SALES, SVCS/DISTRIBUTION ASSOC	410	4	48	4/14/2007	1

*expected*