

TO: *San Diego AL
CAL JAL*
DATE: *11/9/09*

- 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
for
cc NISA

This is to advise you of the intent of the San Diego District to utilize the provisions of 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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James "Jim" McCarthy
Director, Clerk Craft

Steven G. "Steve" Raymer
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. Dirzluz
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.

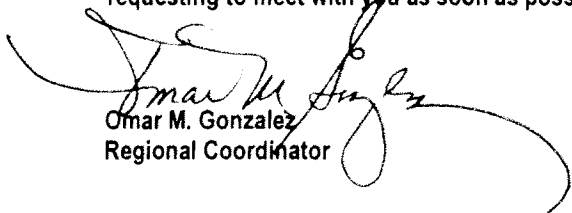
Your attention is directed to a regional pre-arbitration settlement signed October 14, 2009 wherein that is no blanket declaration notice of six months is not possible. It was agreed that in the event six (6) months notice is not possible the Employer shall state in each situation the specific reason(s) 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. I 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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November 4, 2009

National Executive Board

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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.

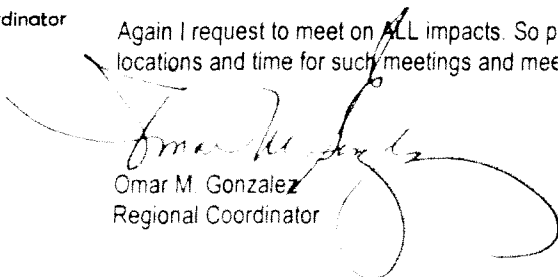
A preliminary review of the "package" reveals that the ORPES Complement vs Caps/Plans documents for the Apple Valley Post Office, and Solana Beach Post Office is not included.

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	SOLANA BEACH 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 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	199	128	-71	-284	-3692	-2	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	13	6.5%	-7.4	0		6	4.4%

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 casuals in this office	

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	1
b. Current Total Non-OverTime CLERK PTFs Hours per Month	96
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	-4
d. Number of CLERK PTFs that will have Reduced Hours	1
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	
PTF hours were reduced.	

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 | 5 |
| b. Planned Number of CLERK FTR Positions After Impact | 3 |
| 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 | 2 |
| e. Provide Narrative Explaining need for Excessing | |
| The ongoing loss of work load has resulted in a need to excess two (2) fulltime clerks from the craft and/or installation. | |

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-280
b. Planned Reduction in Total OT Hours per Month	-30
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	-4
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	512
f. Total FTE Savings	-2

ORPES Complement vs Caps/Plans
Lead/Office: SOLANA BEACH PO (057314)

FROM	Pay Pd 21	FY 2010	FROM	TO				Actl vs				
TO	Pay Pd 21	FY 2010	Pay Pd 21	Pay Pd 21	CHANGE	CAP	Actl vs	FY 2010	FY 2010	FY 2010	FY 2010	FY 2010
			FY 2010	FY 2010	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	1				1	1			
2940 - Consolidated			1	1				1	1			
Function 2B - CITY DEL												
1300 - Carriers-Full Time			15	15				15	15			
1310 - Carriers-Part Time			1	1				1	1			
1315 - City Carrier Transitional- All			2	2				2	2			
1316 - City Carrier Transitional- MOU			1	1				1	1			
1317 - City Carrier Transitional- Non-MOU			1	1				1	1			
1320 - Carriers-Casual			0	0								
2940 - Consolidated			18	18				18	18			
Function 3B - MAINT												
1800 - Maintenance-Full Time			0	0								
2940 - Consolidated			0	0								
Function 4 - CUST SERV												
1100 - Clerks-Full Time			5	5				5	5			
1110 - Clerks-Part Time			1	1				1	1			
2940 - Consolidated			6	6				6	6			
Function 8 - ADMIN												
2920 - Non-Bargaining			1	1				1	1			
2940 - Consolidated			1	1				1	1			
Grand Total			26	26	0			26	26			

ORPES Complement vs Caps/Plans
Lead/Office: SOLANA BEACH PO (057314)

FROM	Pay Pd 21	FY 2009	FROM	TO				Actl vs	FY 2009	FY 2009	FY 2009	FY 2009	FY 2009
TO	Pay Pd 20	FY 2009	Pay Pd 21	Pay Pd 20	CHANGE	CAP	Actl vs	FY 2009	EOQ 1	EOQ 2	EOQ 3	EOQ 4	EOQ 4
			FY 2009	FY 2009	IN Mths		CAP	EOQ 1	PLAN	PLAN	PLAN	PLAN	PLAN
			ACTUAL	ACTUAL				PLAN					

Function 2 - DEL MGMT

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

Function 2B - CITY DEL

1300 - Carriers-Full Time	18	15	-3				15	15					
1310 - Carriers-Part Time	1	1					1	1					
1315 - City Carrier Transitional- All	1	2	1				2	2					
1316 - City Carrier Transitional- MOU	0	1	1				1	1					
1317 - City Carrier Transitional- Non-MOU	1	1					1	1					
1320 - Carriers-Casual	0	0											
2940 - Consolidated	20	18	-2				18	18					

Function 3B - MAINT

1800 - Maintenance-Full Time	0	0											
2940 - Consolidated	0	0											

Function 4 - CUST SERV

1100 - Clerks-Full Time	6	5	-1				5	5					
1110 - Clerks-Part Time	1	1					1	1					
2940 - Consolidated	7	6	-1				6	6					

Function 8 - ADMIN

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

Grand Total	29	26	-3				26	26					
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ORPES Complement vs Caps/Plans
Lead/Office: SOLANA BEACH PO (057314)

FROM	Pay Pd 21	FY 2008	FROM	TO				Actl vs					
TO	Pay Pd 20	FY 2008	Pay Pd 21	Pay Pd 20	CHANGE	CAP	Actl vs	FY 2008	FY 2008	FY 2008	FY 2008	FY 2008	FY 2008
			FY 2008	FY 2008	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	1					1	1					
2940 - Consolidated	1	1					1	1					

Function 2B - CITY DEL

1300 - Carriers-Full Time	18	18					18	18					
1310 - Carriers-Part Time	2	1	-1				1	1					
1315 - City Carrier Transitional- All	0	1	1				1	1					
1316 - City Carrier Transitional- MOU	0	0											
1317 - City Carrier Transitional- Non-MOU	0	1	1				1	1					
1320 - Carriers-Casual	0	0											
2940 - Consolidated	20	20					20	20					

Function 3B - MAINT

1800 - Maintenance-Full Time	1	0	-1										
2940 - Consolidated	1	0	-1										

Function 4 - CUST SERV

1100 - Clerks-Full Time	7	6	-1				6	6					
1110 - Clerks-Part Time	1	1					1	1					
2940 - Consolidated	8	7	-1				7	7					

Function 8 - ADMIN

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

Grand Total

31	29	-2					29	29					
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ORPES Complement vs Caps/Plans
Lead/Office: SOLANA BEACH PO (057314)



FROM TO	Pay Pd 21 Pay Pd 20	FY 2007 FY 2007	FROM Pay Pd 21 FY 2007 ACTUAL	TO Pay Pd 20 FY 2007 ACTUAL	CHANGE IN Mths	CAP	Actl vs CAP	Actl vs FY 2007 EOQ 1 PLAN	FY 2007 EOQ 1 PLAN	FY 2007 EOQ 2 PLAN	FY 2007 EOQ 3 PLAN	FY 2007 EOQ 4 PLAN
Function 2 - DEL MGMT												
2920 - Non-Bargaining			0	1	1		1	1				
2940 - Consolidated			0	1	1		1	1				
Function 2B - CITY DEL												
1300 - Carriers-Full Time			19	18	-1		18	18				
1310 - Carriers-Part Time			1	2	1		2	2				
1315 - City Carrier Transitional- All			0	0								
1316 - City Carrier Transitional- MOU			0	0								
1317 - City Carrier Transitional- Non-MOU			0	0								
1320 - Carriers-Casual			2	0	-2							
2940 - Consolidated			22	20	-2		20	20				
Function 3B - MAINT												
1800 - Maintenance-Full Time			0	0								
2940 - Consolidated			0	0								
Function 4 - CUST SERV												
1100 - Clerks-Full Time			7	7			7	7				
1110 - Clerks-Part Time			1	1			1	1				
2940 - Consolidated			8	8			8	8				
Function 8 - ADMIN												
2920 - Non-Bargaining			1	1			1	1				
2940 - Consolidated			1	1			1	1				
Grand Total			31	30	-1		30	30				

-----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 *****				
L/C	Description	Actual	Plan	%Plan	%SPLY	Actual MTD	Plan MTD	%P MTD	%S MTD	Actual YTD	Plan YTD	%P YTD	%S YTD
20	D/S SUPERVISOR	60	49	22.4	20.0	76	65	16.9	-3.8	76	65	16.9	-3.8
21	OFFICE	184	202	-8.9	-17.9	246	268	-8.2	-27.2	246	268	-8.2	-27.2
22	STREET	466	490	-4.9	-5.7	623	652	-4.4	-15.8	623	652	-4.4	-15.8
23	OTHER	0	3	-100.0	-100.0	1	4	-75.0	-87.5	1	4	-75.0	-87.5
26	CC CUS SUPPORT	2	2	0.0	0.0	2	2	0.0	0.0	2	2	0.0	0.0
27	COLLECTIONS	7	6	16.7	0.0	9	7	28.6	-10.0	9	7	28.6	-10.0
FN2C	CITY CARRIER HRS	657	701	-6.3	-10.0	879	931	-5.6	-19.8	879	931	-5.6	-19.8
92	OPNS D/S TNG HRS	0	2	-100.0	0.0	0	2	-100.0	0.0	0	2	-100.0	0.0
FN2B	CITY DELIVERY	719	754	-4.6	-7.8	957	1,000	-4.3	-18.6	957	1,000	-4.3	-18.6
CMCD	FN2C % TO STANDARD	106.74	93.48	14.2	9.4	104.86	93.01	12.7	5.9	104.86	93.01	12.7	5.9
OT2C	CITY CARRIER OT	34	0	0.0	-60.0	52	0	0.0	-57.7	52	0	0.0	-57.7
O2CR	CITY CARR OT RATIO	5.18	0.00	0.0	-55.6	5.92	0.00	0.0	-47.3	5.92	0.00	0.0	-47.3
OT2B	FN2B OT	34	65	-47.7	-60.9	52	88	-40.9	-58.4	52	88	-40.9	-58.4
O2BR	FN2B OT RATIO	4.73	8.62	-45.1	-57.6	5.43	8.80	-38.3	-48.9	5.43	8.80	-38.3	-48.9
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	48	0	0.0	33.3	64	0	0.0	12.3	64	0	0.0	12.3
S2CR	CITY CARR SL RATIO	7.31	0.00	0.0	48.1	7.28	0.00	0.0	40.0	7.28	0.00	0.0	40.0
SL2B	CITY DELIVERY SL	48	32	50.0	33.3	64	44	45.5	12.3	64	44	45.5	12.3
S2BR	CITY DEL SL RATIO	6.68	4.24	57.3	44.6	6.69	4.40	52.0	37.9	6.69	4.40	52.0	37.9
A2BR	FN2B AL RATIO	11.40	0.00	0.0	2.2	11.81	0.00	0.0	-0.2	11.81	0.00	0.0	-0.2
SDPD	POSS DEL	6,901	6,918	-0.2	-0.3	6,902	6,915	-0.2	-0.3	6,902	6,915	-0.2	-0.3
CUPD	CUM DELIVERIES	41,406	41,508	-0.2	-0.3	55,218	55,322	-0.2	-11.3	55,218	55,322	-0.2	-11.3
CTRT	CITY STREET ROUTES	14	14	0.0	-6.7	14	14	0.0	-6.7	14	14	0.0	-6.7
CDPR	CITY DEL PER ROUTE	492.9	494.1	-0.2	6.8	493.0	493.9	-0.2	6.9	493.0	493.9	-0.2	6.9
CDV	TOT CDV PIECE	213,929	216,470	-1.2	-15.2	289,513	288,626	0.3	-20.9	289,513	288,626	0.3	-20.9
CSFL	CASED FLATS	45,335	65,807	-31.1	-31.9	62,554	87,743	-28.7	-37.3	62,554	87,743	-28.7	-37.3
CSLT	CASED LETTERS	11,979	8,706	37.6	-22.6	15,850	11,608	36.5	-24.1	15,850	11,608	36.5	-24.1
CSVL	TOT CASED VOL	57,314	74,513	-23.1	-30.2	78,404	99,351	-21.1	-35.0	78,404	99,351	-21.1	-35.0
DPS	CITY CARR DPS	136,542	125,230	9.0	-13.8	185,154	166,972	10.9	-18.7	185,154	166,972	10.9	-18.7
SEQ	SEQUENCED VOLUME	20,073	16,727	20.0	69.9	25,955	22,303	16.4	46.5	25,955	22,303	16.4	46.5
PKCC	CITY CARRIER PKGS	1,357	1,087	24.8	29.7	1,732	1,449	19.5	3.2	1,732	1,449	19.5	3.2
OBI	OFFICE EFF INDICATOR	225.03	205.49	9.5	21.4	224.46	206.43	8.7	21.8	224.46	206.43	8.7	21.8
SEI	STREET EFF IND	88.85	84.71	4.9	5.7	88.63	84.85	4.5	5.3	88.63	84.85	4.5	5.3
TEI	DELIVERIES PER HOUR	62.83	58.88	6.7	10.5	62.68	59.17	5.9	10.3	62.68	59.17	5.9	10.3
DPSP	DPS % - DPS OFFICES	91.93	93.50	-1.7	0.9	92.11	93.50	-1.5	0.6	92.11	93.50	-1.5	0.6
DPSP	DPS % - ALL OFFICES	91.93	93.50	-1.7	0.9	92.11	93.50	-1.5	0.6	92.11	93.50	-1.5	0.6
42	BUSINESS RETURN SERV	5	10	-50.0	0.0	7	14	-50.0	0.0	7	14	-50.0	0.0
43	UNIT DIST MANUAL	56	37	51.4	24.4	75	49	53.1	17.2	75	49	53.1	17.2
44	PO BOX DIST	37	15	146.7	37.0	49	21	133.3	22.5	49	21	133.3	22.5
45	WINDOW SERVICE	99	101	-2.0	-16.8	141	135	4.4	-24.6	141	135	4.4	-24.6
46	VENDING EQUIP	0	0	0.0	-100.0	0	0	0.0	-100.0	0	0	0.0	-100.0
48	ADMIN MISC	21	56	-62.5	-51.2	33	75	-56.0	-48.4	33	75	-56.0	-48.4
FN4C	C/S CLERK/MH HRS	218	219	-0.5	-7.6	305	294	3.7	-14.8	305	294	3.7	-14.8
FN4	TOTAL C/S HRS	218	219	-0.5	-7.6	305	294	3.7	-14.8	305	294	3.7	-14.8
OT4	OPS RETAIL OT	8	9	-11.1	-42.9	9	13	-30.8	-69.0	9	13	-30.8	-69.0
OT4R	FN4 OT RATIO	3.67	4.11	-10.7	-38.1	2.95	4.42	-33.3	-63.6	2.95	4.42	-33.3	-63.6
PO4	OPS RETAIL POT	0	1	-100.0	0.0	0	2	-100.0	0.0	0	2	-100.0	0.0
SL4	RETAIL SL	5	8	-37.5	0.0	5	11	-54.5	0.0	5	11	-54.5	0.0
SL4R	FN4 SL RATIO	2.29	3.65	-37.2	0.0	1.64	3.74	-56.2	0.0	1.64	3.74	-56.2	0.0
AL4R	FN4 AL RATIO	14.68	0.00	0.0	116.5	10.49	0.00	0.0	17.4	10.49	0.00	0.0	17.4
TREV	TOTAL REVENUE	34,750	0	0.0	-8.5	46,989	0	0.0	-15.5	46,989	0	0.0	-15.5
UDFL	UNIT DIST FLAT VOL	7,830	5,922	32.2	-25.0	10,140	7,897	28.4	-34.4	10,140	7,897	28.4	-34.4

OFFICE	LAST	FIRST	MI	EMP ID	JOB ID	JOB TITLE	PAY LEVEL	DIA	FUNC	OCC CODE	EOD	SEN DATE	SEN #	VET PREF	STREET	CITY	STATE	ZIP
OLANA BEACH PO	CORRAL	OLGA	E	3333828	95743859	DIST WINDOW CLK	6	110	4	234002XX	9/26/1981	9/26/1981	1	N				
OLANA BEACH PO	ADANIYA	IVAN	C	3236325	95861230	DIST WINDOW CLK	6	110	4	234002XX	6/27/1983	6/27/1983	1	N				
OLANA BEACH PO	LENTINI	ELIZABETH	F	3115816	95516528	DIST WINDOW CLK	6	110	4	234002XX	8/6/1983	8/6/1983	1	N		SAN		92113-
OLANA BEACH PO	CASTILLO	MARGIE	R	3332239	95497035	DIST WINDOW CLK	6	110	4	234002XX	11/23/1987	11/23/1987	1	N	2238 HARRISON AVE	DIEGO	CA	2322
OLANA BEACH PO	PONT	EDWARD	J	3437091	95533798	SALES SVCS/DISTRIBUTION ASSOC	6	110	4	23200003	2/7/2004	2/7/2004	1	N	PO BOX 841	SOLANA	CA	92075
OLANA BEACH PO	JILKA	ERIC	G	3427830	95619671	SALES SVCS/DISTRIBUTION ASSOC	6	410	4	23200003	2/7/2004	2/7/2004	2	N		BEACH	CA	0841

1994 Solana Beach 09152009
PROPOSED

Assignments			POST OFFICE	Solana Beach												Day(s) of the Week					Saturday proposed					Date:		
Reference #	FTR/PTF	Hours	Assignment (Number)	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12	12 to 1	1 to 2	2 to 3	3 to 4	4 to 5	5 to 6	6 to 7	7 to 8	8 to 9	9 to 10	10 to 11	11 to 12	
1	FT Reg.	8.00																										
2	Flex	6.00																										
3	Flex	6.00																										
4	FT Reg.	8.00																										
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29																												
Scheduled	Planned																											
FT Reg.	2	16.00																										
Flex	2	12.00																										
Total =	4	28.00																										
Total	Total																											
Hard Time	Soft Time																											
15.25	2.25																											
				LDC 42	#	0.50																						
					#	4.25	HARD TIME																					
				ST 43	#	2.25	SOFT TIME		LDC	42	0.50																	
				LDC 44	#	2.00			LDC	43	6.50																	
				LDC 45	#	8.00			LDC	44	2.00																	
					#	0.00			LDC	45	8.00																	
					#	11.00	HARD TIME		LDC	46	0.00																	
					#	0.00	SOFT TIME		LDC	48	11.00																	
				LDC 33	#	0.00			LDC	33	0.00																	
				TOTAL	##	28.00			Total		28.00																	

 CUSTOMER SERVICE VARIANCE - [920]-SAN DIEGO PFC					
SOLANA BEACH PO - SOLANA BEACH PO 057314			Variance Date: 10/03/2009		
Analysis Period: 05/23/2009 to 08/21/2009 - Customer Service Days: 76			Unit Level: 20 Man Yr: 0 CAG: E		
Benchmark Generation: FY 2009 WK 1 - FY 2009 WK 52		[SOLANA BEACH PO] SOLANA BEACH PO			
FTEE COMPLEMENT ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk	0	0	5	5	0%
Part Time Flexible Clerk	6	5	1	-4	500.00%
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	6	5	6	0.60	90.07%
Full Time Equivalent Hrs	1870	1869	1812		
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	58	51	63	12	81.18%
LDC 43F Hours	101	82	121	39	68.08%
LDC 43P Hours	135	112	157	45	71.20%
LDC 43A Hours	264	264	237	-27	111.38%
LDC 43 Total	558	509	578	69	88.11%
LDC 44 Hours	208	162	301	139	53.82%
Total Manual Hours	766	672	879	207	76.40%
<i>Retail/Admin (LDC 42,45,46,48)</i>					
LDC 42 Hours	92	36	36	0	100.00%
LDC 45 Hours	1182	1143	1346	203	84.92%
LDC 46 Hours	11	0	0	0	0%
LDC 48 Hours	691	691	475	-216	145.44%
Total Retail/Admin Hours	1976	1870	1857	-13	100.69%
Total Function Four	2741	2541	2736	195	92.88%
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)	488		429	-59	- 12.15%
LDC 43 Dist Vol Flts (Ft)	1057		864	-193	- 18.28%

LDC 43 Dist Vol PP/Sprs	40772		33870	-6902	- 16.93%
LDC 44 Box Ltrs (Ft)	780		681	-98	- 12.61%
LDC 44 Box Flts (Ft)	455		376	-79	- 17.31%
Manual Vol (w/o PP/Sprs)	2780		2350	-430	- 15.47%
LDC 45 Transactions	48629		43847	-4782	- 9.83%
Retail Transaction Volume	48629		43847	-4782	- 9.83%
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	8.39	8.39	6.81	- 1.58	81.18%
LDC 43 Dist Vol Flts FPH	10.49	10.49	7.14	- 3.35	68.08%
LDC 43 Dist PP/Sprs PPH	303	303	216	-87	71.29%
LDC 43 Allied Hrs per day	3.47	3.47	3.12	- 0.35	111.38%
LDC 44 Box L&F FPH	5.93	6.52	3.51	- 3.00	53.90%
LDC 45 Min. per Trans	1.46	1.56	1.84	0.28	84.92%
LDC 45 Trans per 1412	198.60		178.24	- 20.36	89.75%
UNIT ROUTE AND DELIVERIES ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	14		14	0	0.00%
Rural Routes	0		0	0	0%
CDS Routes	0		0	0	0%
POB Equivalent Routes	11		11	0	0.00%
City Deliveries	6906		6906	0	0.00%
Rural Deliveries	0		0	0	0%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	1269		1269	0	0.00%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	5.45	5.05	5.44	0.38	

CUSTOMER SERVICE VARIANCE - CLERK/MAILHANDLER COMPLEMENT				
Delivery Days: 302		SOLANA BEACH PO - SOLANA BEACH PO 057314		DATE : 10/03/2009
Leave Replacement Calculation				
Leave Type	Hrs Per Day	Leave %	Formula	Employees Earned
Annual Leave	35	14.00%	(CSV Avg Daily Hours x 14.00% x (6 day wk/40 hr WHwk))=	0.74 Clerk/MH(s)
Sick Leave	35	3.50%	(CSV Avg Daily Hours x 3.50% x (6 day wk/40 hr WHwk))=	0.18 Clerk/MH(s)
LWOP	35	1.00%	(CSV Avg Daily Hours x 1.00% x (6 day wk/40 hr WHwk))=	0.05 Clerk/MH(s)
(Subtract Overtime)	35	12.00%	(CSV Avg Daily Hours x 12.00% x (6 day wk/40 hr WHwk))=	0.63 Clerk/MH(s)
Net Total		6.50%	Leave/OT Replacement Needs >>>>	0.34 Clerk/MH(s)
			Replacement for Replacement >>>>	0.02 Clerk/MH(s)
			Total Leave Replacement >>>>	0.36 Clerk/MH(s)
Man Year (0 < 100, 1 100-199, 2 => 200)		0		
		Current Ratio FT/PT		83% 17%
		Target Ratio FT/PT		0% 100%
Current on Rolls		Earned Complement		
Full Time Clerk	5	Full Time Clerk	0	
Part Time Flexible Clerk	1	Part Time Flexible Clerk	6	
Part Time Regular Clerk	0	Part Time Regular Clerk	0	
Full Time Mailhandler	0	Full Time Mailhandler	0	
Part Time Flexible Mailhandler	0	Part Time Flexible Mailhandler	0	
Part Time Regular Mailhandler	0	Part Time Regular Mailhandler	0	
Total F4 on Rolls	6	Total F4 Earned	6	
Current Actual	Daily Hrs	Employees	Target	Daily Hrs Employees
LDC 41 Clerk/MH(s)	0.00	0.00	LDC 41 Clerk/MH(s)	0.00 0.00
LDC 42 Clerk/MH(s)	0.37	0.06	LDC 42 Clerk/MH(s)	0.37 0.06
LDC 43 Clerk/MH(s)	7.84	1.18	LDC 43 Clerk/MH(s)	7.34 1.11
LDC 44 Clerk/MH(s)	4.35	0.66	LDC 44 Clerk/MH(s)	2.44 0.37
LDC 45 Clerk/MH(s)	18.32	2.77	LDC 45 Clerk/MH(s)	15.55 2.35
LDC 46 Clerk/MH(s)	0.15	0.02	LDC 46 Clerk/MH(s)	0.05 0.01
LDC 48 Clerk/MH(s)	6.70	1.01	LDC 48 Clerk/MH(s)	9.09 1.37
Total Actual Daily Hrs	37.73	5.70	Total Earned Daily Hrs	34.85 5.26
Daily Hours Actual	37.73		Daily Hours Earned	34.85
Current Complement	6		Target Complement	5.63
FTEE Current	1899		FTEE Target	1871
Projected Annual Hrs Actual	11,393		Projected Annual Hrs Earned	10,524

On Duty Required Totals	5.26	Full Time Equiv Employee (Hrs per)	1871
Leave Replacement Totals	0.36	Variance FTEE	0.37
Complement Total	5.63	Complement % Achieved	100.00%



WOS Earned - Actual Staffing Graph

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Total number of columns: 3

Report Filter:

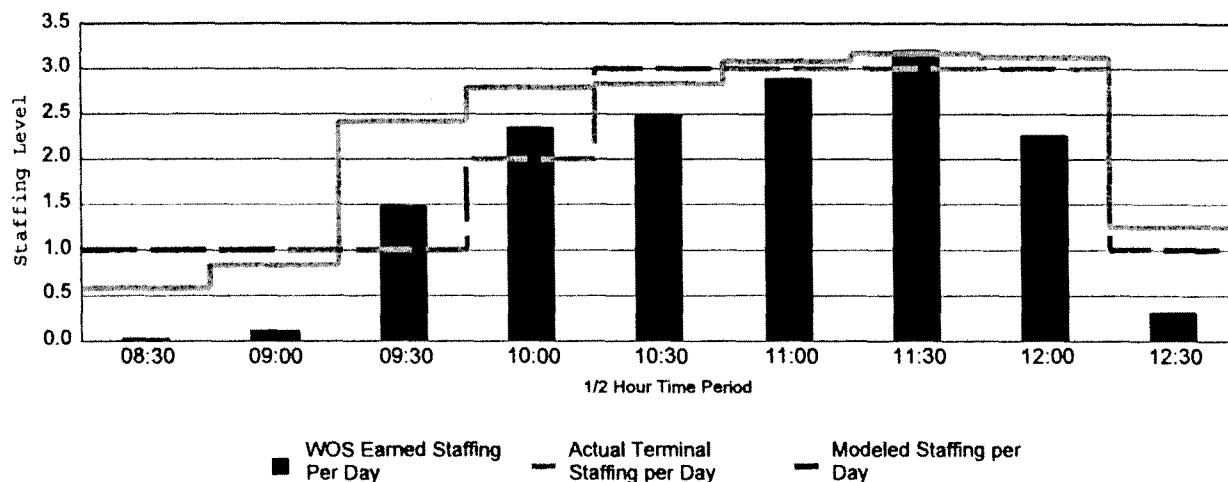
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WOS Earned - Actual Staffing Graph

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	Modeled Staffing per Day
08:30		0.0	0.6	1
09:00		0.1	0.8	1
09:30		1.5	2.4	1
10:00		2.3	2.8	2
10:30		2.5	2.8	3
11:00		2.9	3.1	3
11:30		3.2	3.2	3



WOS Earned - Actual Staffing Graph

1/2 Hour of Metrics Day	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day	Modeled Staffing per Day
12:00	2.3	3.1	3
12:30	0.3	1.3	1



WOS Earned - Actual Staffing Graph

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Report Filter:

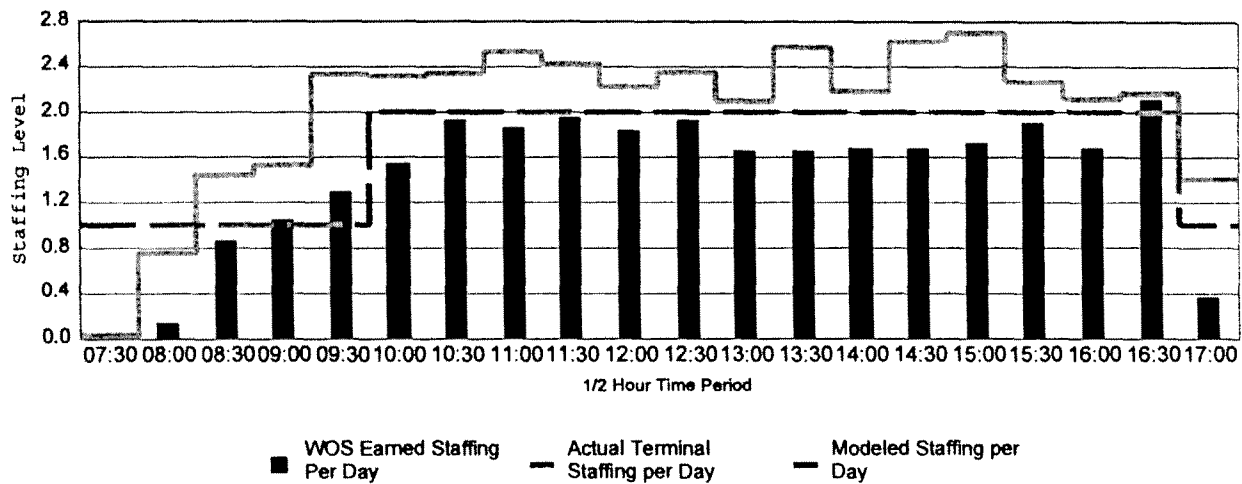
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WOS Earned - Actual Staffing Graph

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	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day	Modeled Staffing per Day
07:30	0.0	0.0	1
08:00	0.1	0.8	1
08:30	0.9	1.4	1
09:00	1.0	1.5	1
09:30	1.3	2.3	1
10:00	1.5	2.3	2
10:30	1.9	2.3	2



WOS Earned - Actual Staffing Graph

1/2 Hour of Metrics Day	WOS Earned Staffing Per Day	Actual Terminal Staffing per Day	Modeled Staffing per Day
11:00	1.9	2.5	2
11:30	2.0	2.4	2
12:00	1.8	2.2	2
12:30	1.9	2.3	2
13:00	1.7	2.1	2
13:30	1.6	2.6	2
14:00	1.7	2.2	2
14:30	1.7	2.6	2
15:00	1.7	2.7	2
15:30	1.9	2.3	2
16:00	1.7	2.1	2
16:30	2.1	2.2	2
17:00	0.4	1.4	1

