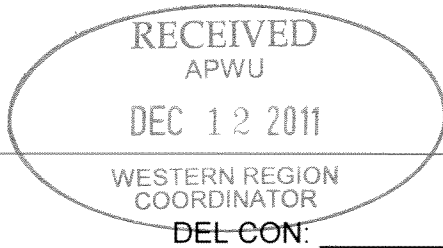


MANAGER, LABOR RELATIONS
Pacific Area



- 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

December 9, 2011

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) Level 6 clerks from the craft and/or installation at the Wahiawa bid cluster based a staffing and scheduling review. Specifically, the on rolls complement exceeds the earned and necessary complement. (Event 29247).

The reassignment process would not normally begin before June 10, 2012; however, based on the loss of work load and the current financials, it may be necessary to begin the placement process earlier than that date. It also may be necessary to utilize the provisions of Article 7.2.B of the National Agreement to detail the impacted clerks during the notice period in order to provide them with a work opportunity.

By copy of this notice, we will be withholding up to two (2) full-time residual assignments in the clerk, carrier, mail handler and/or custodial craft in offices within a 50 mile radius for placement of the impacted clerks.

Copies of the automated impact statement, the operational data supporting the need to excess, a list of the identified for withholding and a list of the impacted junior full-time clerks can be found as attachments.

We are placing this impact on the agenda for our next meeting; however, due to the distance and lack of placement opportunities, we may have to forward the package to the national parties for discussion. In the interim, if you have any questions, you may contact either Linda Shumate at (858) 674-3183 or Michelle Robert at (858) 674-2604.

Jay Roberts

Attachments

- cc: Area Manager, Operations Support
- Area Manager, Human Resources
- Area Manager, Finance
- District Manager, Honolulu District
- Manager, Human Resources, Honolulu District with attachments
- Area Complement Coordinator with attachments

District Complement Coordinator, Honolulu with attachments
C. Jackson – NALC with attachments
R. Siu – NPMHU with attachments
HRA with attachments

WorkHour Impact Report

Impacted Bid Cluster	WAHIAWA POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	02/29/2012
Period (Dates) of Review Performed	08/14/2010 thru 08/19/2011
Report Prepared By	Daniel Magazu
Report Prepared Date	12/08/2011
Reviewed By	Frank Santos
Phone	(808) 423-3717

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	714	650	-64	-256	-3328	-2	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	22	3.1%	-2.5	0		20	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 casuals in this office	

Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	0
b. Current Total Non-OverTime CLERK PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	0
d. Number of CLERK PTFs that will have Reduced Hours	0
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	
there are no PTF's in this office	

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	

Postal Support Employees (PSE)

a. Current Number of CLERK PSE on Rolls	0
---	---

- b. Current Total Non-OverTime CLERK PSE Hours per Month 0
 - c. Planned Reduction in Total Non-OverTime CLERK PSE Hours per Month 0
 - d. Number of CLERK PSE that will have Reduced Hours 0
 - e. Number of CLERK PSE that will be Terminated 0
 - f. Number of CLERK PSE Remaining After Impact 0
 - g. Provide Narrative Justifying need for Remaining CLERK PSE
- There are no PSE's in this office

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 | 20 |
| b. Planned Number of CLERK FTR Positions After Impact | 18 |
| 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 | |

Based on a staffing review, it will be necessary to excess two full-time clerks from the craft and/or installation. The workload does not support the current level of staffing

WorkHour Impact Report-CLERK

Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-256
b. Planned Reduction in Total OT Hours per Month	-10
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
f. Planned Reduction in PSE Non-OT Hours per Month	0
g. Total Planned Non-OT Hours per Month	2600
h. Total FTE Savings	-2

Shumate, Linda G - San Diego, CA

From: Phan, Jonathan T - Rosemead, CA
Sent: Thursday, December 08, 2011 12:36 PM
To: Shumate, Linda G - San Diego, CA
Cc: Bernal, Rochelle P - Baldwin Park, CA
Subject: FW: eAccess Request Approved

inda,

My name is Jonathan Phan. I have been trying to get access for ERMS for so many times. Today I got this message and I am still having problem. My ID is k43kf0. Baldwin Park finance number is 050480. Your help is greatly appreciated.

Jonathan

From: eAccess System Administrator
Sent: Wednesday, December 07, 2011 4:57 PM
To: Phan, Jonathan T - Rosemead, CA
Subject: eAccess Request Approved

Description:

Your request for access to Enterprise Resource Management System has been approved by all required approvers. For more information or to review your access, [click here](#) to log onto eAccess.

USER RESPONSIBILITY AGREEMENT STATEMENT

I am responsible for all actions pertaining to the use of my assigned ID, and will not provide my logon ID to another person. I agree that access to computer data or files not authorized to me is prohibited. I understand my logon ID may be suspended indefinitely if I violate security procedures or fail to provide update information whenever I change job positions. I agree that misuse of a USPS computer system may result in disciplinary action and/or criminal prosecution. I understand that any detected misuse of a computer system will be reported to the Inspection Service. (See Chapter 5, Acceptable Use, of Handbook AS-805, Information Security at <http://about.usps.com/handbooks/as805.pdf>)

No further action is required.



G A O

Accountability • Integrity • Reliability

United States Government Accountability
Office
Washington, DC 20548

Pacific Area Office Site Visit – December 16, 2011

Teleconference with Lisa Jackson, Manager of Finance – November 21, 2011

Questions for area managers for finance, human resources, marketing, and operations support

Responsibilities and workload information

1. Please describe your role and primary responsibilities.
 - a. How long have you been at your position?
 - b. How long have you been with the area office?
 - c. How have your role and responsibilities changed over time?
 - d. Who do you report to? How is your position aligned with the structure in headquarters?

2. Please describe how your department works with the District offices in the Pacific Area.
 - a. How does the work performed at your office differ from the work performed at the District offices and Headquarters?
 - b. How, if at all, does your office work with other USPS facilities, such as Post Offices and processing plants?

3. How do the roles and responsibilities of Area Managers align with and contribute to USPS's ability to execute the four business strategies outlined in the Postmaster General's May 21, 2011 speech before the Postal forum ([linked here](#))? These include:
 - strengthening the business to consumer channel,
 - improving USPS's customer experience,
 - improving USPS's ability to compete for the package business, and
 - continuing to become a leaner, faster, and smarter organization.

4. How, if at all, will your department be involved in implementing the following actions described in USPS's 8/2011 White Paper, ([linked here](#))?
 - Optimizing consumer access to USPS's products and service by reviewing approximately 3,700 Post Offices and other retail facilities for discontinuance and replacement with more convenient alternate access.
 - Optimizing USPS's delivery network by consolidating carriers into underutilized space.
 - Optimizing USPS's mail processing network through a significant realignment of its mail processing facilities and transportation and more efficient use of its existing technology.
 - More aggressively disposing of unneeded facility space.

- Continuing to aggressively pursue employee cost reductions through collective bargaining and other steps to reduce our complement.
 - Increasing USPS's focus on revenue generation.
5. As USPS has adopted retail alternatives to provide postal services, what role, if any, do area offices have in monitoring the performance of contract postal units (CPUs)?
 - a. Are area staff involved in conducting on-site reviews of CPU operations and compliance?
 - b. If so, how many on-site reviews does your office conduct?
 - c. Who is required to perform these reviews?

USPS 2011 district and area office consolidation

6. What analysis, if any, did USPS conduct to determine which offices to consolidate/close and which positions to eliminate?
 - a. What factors did USPS consider in this analysis?
 - b. What, if any, role did you have in that process?
 - c. What are the most relevant considerations in selecting area and district offices for closure or consolidation?
7. How, if at all, did USPS's 2011 area and district office consolidation impact your department (e.g., operational, financial, etc.)?
 - a. How many positions did your department lose or gain due to the recent restructuring?
 - b. What were the primary duties of the positions that were eliminated in your department? Can we obtain job descriptions of the positions that were eliminated?
8. How, if at all, has your department addressed the impact associated with the 2011 restructuring?
 - a. What guidance, if any, has HQ provided with this?
 - b. How, if at all, have you disseminated this information to the District offices in the Pacific Area?

USPS 2009 area and district office consolidation and other streamlining initiatives

9. What, if any, other steps have been taken to improve efficiencies, streamline work, and reduce costs at your area and district offices?
 - a. Please provide examples of these efforts (e.g., new technologies or other systems).
 - b. Are there additional other opportunities to further streamline? If so, please describe.
10. We understand that between 2002-2011 USPS taken steps to centralize several administrative functions performed at area and district to the locations listed below. In

addition to these examples, has USPS centralized any other functions that were previously performed at area and district offices? If so, please describe.

- a. Greensboro HR Shared Services Center
- b. Accounting and USPS Accounting Service Centers in Eagan MN, St. Louis MO, and San Mateo, CA
- c. EEO Complaint Process system in Florida
- d. Other centers?

Area and District office structure:

11. Are both area and district offices needed? If so, please explain why?

12. In your opinion, are the USPS's area and district office operations (i.e., offices and functions performed by them) structured effectively to meet USPS' mission and vision?

- a. Why or why not?
- b. What changes, if any, would you recommend making to the structure?

Function 1	# EVENTS	# IMPACTED FT	# IMPACTED PART-TIME	TOTAL EMP IMPACT
Bay Valley	8	254	0	254
Honolulu	2	52	0	52
Los Angeles	2	10	0	10
Sacramento	2	42	5	47
San Diego	2	50	16	66
San Francisco	4	260	6	266
Santa Ana	2	50	2	52
Sierra Coastal	8	195	8	203
TOTALS	30	913	37	950

Function 2B	# EVENTS	# IMPACTED FT	# IMPACTED PART-TIME	TOTAL EMP IMPACT
Bay Valley	4	14	3	17
Honolulu	1	2	0	2
Los Angeles	7	34	2	36
Sacramento	12	48	4	52
San Diego	40	305	9	314
San Francisco	10	90	10	100
Santa Ana	8	111	8	119
Sierra Coastal	23	255	0	255
TOTALS	105	859	36	895

Function 3B	# EVENTS	# IMPACTED FT	# IMPACTED PART-TIME	TOTAL EMP IMPACT
Bay Valley	9	40	0	40
Honolulu	0	0	0	0
Los Angeles	1	1	0	1
Sacramento	5	3	2	5
San Diego	12	15	0	15
San Francisco	4	5	1	6
Santa Ana	1	5	0	5
Sierra Coastal	2	49	0	49
TOTALS	34	118	3	121

Function 4	# EVENTS	# IMPACTED FT	# IMPACTED PART-TIME	TOTAL EMP IMPACT
Bay Valley	3	5	0	5
Honolulu	7	15	0	15
Los Angeles	11	39	0	39
Sacramento	46	86	14	100
San Diego	8	14	0	14
San Francisco	5	15	0	15
Santa Ana	24	58	0	58
Sierra Coastal	3	1	2	3
TOTALS	107	233	16	249

Pacific Area	# EVENTS	# IMPACTED FT	# IMPACTED PART-TIME	TOTAL EMP IMPACT
Function 1	30	950	37	1019
Function 2B	105	859	36	895
Function 3B	34	118	3	121
Function 4	107	233	16	249
AREA TOTAL	276	2160	92	2284

Pacific Area	# EVENTS	# FT WITHHELD JOBS NEEDED	# PART-TIME WITHHELD JOBS NEEDED
Function 1			
Function 2B			
Function 3B			
Function 4			
AREA TOTAL			

DEAN J. GRANHOLM
VICE PRESIDENT
OPERATIONS, POSTAL SERVICE



December 7, 2011

VICE PRESIDENTS, AREA OPERATIONS

SUBJECT: Elimination of Rural Carrier Associate/Postal Support Employee
Dual Appointments

It has been decided to end the use of Rural Carrier Associates (RCA) in dual appointment positions with all Postal Support Employees (PSE), at this time.

All employees currently in a dual appointment RCA/PSE will be given the opportunity to elect the position to which they wish to remain assigned. Following this election, management at the local level will follow the process required for a non-career separation for the position not selected. All elections must be completed and the appropriate paperwork submitted to the HRSSC no later than January 6, 2012, with January 13, 2012, as the effective date of the separation.

Please contact Bob Olohan at 202-268-3823 if you have any questions or concerns regarding this issue.

A handwritten signature in black ink, appearing to read "Dean J. Granholm", written over a circular stamp or seal.

Dean J. Granholm

cc: District Managers

CUSTOMER SERVICE VARIANCE - [967]-HONOLULU PFC

WAHIAWA PO - WAHIAWA PO 148900

MPOO 1 | Date: 12/08/2011

Analysis Period: 09/03/2011 to 12/02/2011 - Customer Service Days: 74

Unit Level: 22 Man Yr: 1 CAG: D

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

POS

[WAHIAWA PO] WAHIAWA PO

FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk			9		
Part Time Flexible Clerk			0		
Part Time Regular Clerk			0		
Postal Support Employee			0		
Non-Traditional Full-Time			0		
Flex Non-Traditional FT			1		
Full Time MH			0		
Part Time Flexible MH			0		
Part Time Regular MH			0		
Full Time Equivalent Emp	10	9	10		
Full Time Equivalent Hrs	1792	1792	2071		

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	76	39	118	79	32.93%
LDC 43F Hours	37	44	72	28	61.39%
LDC 43P Hours	383	419	363	-56	115.47%
LDC 43A Hours	294	293	86	-207	340.84%
LDC 43 Total	790	795	639	-156	124.46%
LDC 44 Hours	211	140	191	51	73.30%
Total Manual Hours	1001	935	830	-105	112.68%

Retail/Admin (LDC 42,45,48)

LDC 42 Hours	638	451	451	0	100.00%
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LDC 45 Hours	1740	1459	2414	955	60.44%
LDC 48 Hours	1199	1198	1380	182	86.78%
Total Retail/Admin Hours	3577	3108	4245	1137	73.20%
Total Function Four	4577	4043	5075	1032	79.66%

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)	704		362	-342	-48.54%
LDC 43 Dist Vol Flts (Ft)	430		515	85	19.70%
LDC 43 Dist Vol PP/Sprs	129014		141114	12,100	9.38%
LDC 44 Box Ltrs (Ft)	746		651	-95	-12.75%
LDC 44 Box Flts (Ft)	364		261	-102	-28.16%
Manual Vol (w/o PP/Sprs)	2,244		1,789	-455	-20.28%
LDC 45 Transactions	79773		71213	-8,560	-10.73%
Retail Transaction Volume	79,773		71,213	-8,560	-10.73%

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	3.07	-6.25	32.93%
LDC 43 Dist Vol Flts FPH	11.65	11.65	7.15	-4.50	61.39%
LDC 43 Dist PP/Sprs PPH	337	337	389	52	115.43%
LDC 43 Allied Hrs per day	3.97	3.96	1.16	-2.80	340.84%
LDC 44 Box L&F FPH	5.27	6.52	4.78	-1.75	73.24%
LDC 45 Min. per Trans	1.31	1.23	2.03	0.80	60.44%
LDC 45 Trans per 1412	169.21		139.91	-29.30	82.68%

UNIT ROUTE AND DELIVERIES ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	18		18	0	0.00%
Rural Routes	0		0	0	0%
CDS Routes	0		0	0	0%
POB Equivalent Routes	13		12	-1	-7.69%

City Deliveries	13173		13174	1	0.01%
Rural Deliveries	0		0	0	0%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	1509		1477	-32	- 2.12%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	9.34	8.25	10.39	2.14	

TUE Summary				W-F Summary				MON Summary				SAT Summary			
DCs	1994 Hours	CSV Hours	VAR Hours	LDCs	1994 Hours	CSV Hours	VAR Hours	LDCs	1994 Hours	CSV Hours	VAR Hours	LDCs	1994 Hours	CSV Hours	VAR Hours
DC 41	0.00	0.00	0.00	LDC 41	0.00	0.00	0.00	LDC 41	0.00	0.00	0.00	LDC 41	0.00	0.00	0.00
DC 42	6.50	6.27	0.23	LDC 42	19.50	18.82	0.68	LDC 42	6.50	6.27	0.23	LDC 42	0.00	6.27	-6.27
DC 43	4.75	6.28	-1.53	LDC 43	14.25	18.83	-4.58	LDC 43	5.25	6.28	-1.03	LDC 43	6.25	6.28	-0.03
DC 43 Allied)	2.50	3.96	-1.46	LDC 43 (Allied)	7.50	11.89	-4.39	LDC 43 (Allied)	2.50	3.96	-1.46	LDC 43 (Allied)	4.00	3.96	0.04
DC 44	1.75	1.74	0.01	LDC 44	5.25	5.21	0.04	LDC 44	1.75	1.74	0.01	LDC 44	1.75	1.74	0.01
DC 45	33.25	19.92	13.33	LDC 45	88.50	59.75	28.75	LDC 45	34.00	19.92	14.08	LDC 45	9.00	19.92	-10.92
DC 48	15.00	16.19	-1.19	LDC 48	44.25	48.57	-4.32	LDC 48	15.75	16.19	-0.44	LDC 48	8.75	16.19	-7.44
DC 48 Soft)	0.00	0.00	0.00	LDC 48 (Soft)	0.00	0.00	0.00	LDC 48 (Soft)	0.00	0.00	0.00	LDC 48 (Soft)	0.00	0.00	0.00
Total	63.75	54.35	9.40	Total	179.25	163.05	16.20	Total	65.75	54.35	11.40	Total	29.75	54.35	-24.60

m 06/04/2011 to 09/02/2011.

CUSTOMER SERVICE VARIANCE - [967]-HONOLULU PFC

WAHIAWA PO - WAH-MILILANI STA 148901

MPOO 1 | Date: 12/08/2011

Analysis Period: 09/03/2011 to 12/02/2011 - Customer Service Days: 74

Unit Level: 21 Man Yr: 1 CAG: D

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

[WAHIAWA PO] WAH-MILILANI STA

FTEE COMPLEMENT ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% ACHIEVED
Full Time Clerk			11		
Part Time Flexible Clerk			0		
Part Time Regular Clerk			0		
Postal Support Employee			0		
Non-Traditional Full-Time			0		
Flex Non-Traditional FT			1		
Full Time MH			0		
Part Time Flexible MH			0		
Part Time Regular MH			0		
Full Time Equivalent Emp	11	10	12		
Full Time Equivalent Hrs	1792	1793	1481		

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	-39	-39	0%

Manual (LDC43-44)

LDC 43L Hours	76	81	79	-2	101.90%
LDC 43F Hours	79	111	162	51	68.30%
LDC 43P Hours	495	516	664	148	77.76%
LDC 43A Hours	493	494	243	-251	203.18%
LDC 43 Total	1143	1201	1148	-53	104.63%
LDC 44 Hours	202	151	292	141	51.71%
Total Manual Hours	1345	1353	1440	87	93.93%

Retail/Admin (LDC 42,45,48)

LDC 42 Hours	0	0	0	0	0%
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LDC 45 Hours	2206	1846	1733	-113	106.49%
LDC 48 Hours	1076	1079	1220	141	88.43%
Total Retail/Admin Hours	3282	2924	2953	29	99.03%
Total Function Four	4626	4277	4354	77	98.23%

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)	672		709	37	5.44%
LDC 43 Dist Vol Flts (Ft)	858		1,203	345	40.20%
LDC 43 Dist Vol PP/Sprs	166534		173825	7,291	4.38%
LDC 44 Box Ltrs (Ft)	755		719	-36	- 4.73%
LDC 44 Box Flts (Ft)	318		271	-47	- 14.91%
Manual Vol (w/o PP/Sprs)	2,603		2,902	299	11.49%
LDC 45 Transactions	96568		87232	-9,336	- 9.67%
Retail Transaction Volume	96,568		87,232	-9,336	- 9.67%

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	8.80	8.80	8.97	0.17	101.90%
LDC 43 Dist Vol Flts FPH	10.87	10.87	7.43	- 3.45	68.30%
LDC 43 Dist PP/Sprs PPH	337	337	262	-75	77.74%
LDC 43 Allied Hrs per day	6.66	6.67	3.28	- 3.39	203.18%
LDC 44 Box L&F FPH	5.32	6.54	3.39	- 3.15	51.87%
LDC 45 Min. per Trans	1.37	1.27	1.19	- 0.08	106.49%
LDC 45 Trans per 1412	219.55		210.71	- 8.85	95.97%

UNIT ROUTE AND DELIVERIES ANALYSIS

UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	% VARIANCE
City Routes	32		32	0	0.00%
Rural Routes	0		0	0	0%
CDS Routes	0		0	0	0%
POB Equivalent Routes	14		14	0	0.00%

City Deliveries	18854		18904	50	0.27%
Rural Deliveries	0		0	0	0%
CDS Deliveries	0		0	0	0%
PO Box Deliveries	1620		1639	19	1.17%
FTES DAILY STAFFING ANALYSIS					
UNIT VARIABLES	BENCHMARK	EARNED	ACTUAL	VARIANCE	
Clerk/Mailhandler	9.44	8.72	8.88	0.15	