



# POStPlan and Its Effect on Rural Post Offices

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# Federal Register Change

## Federal Register Change 12/01/2011

- Consolidation rules for changing an independent Post Office to a station without having to follow consolidation rules
- Staffing of a Post Office can be with any postal employee - not necessarily a Postmaster



# POStPlan

Four distinct options exist now that two Final Rules were published:

- **Merge** with nearby Post Office
- **Engage** a local establishment and contract with local business for Village Post Office or contract post office - Post Office discontinued.
- **Deliver** with rural/contract delivery service and discontinue Post Office
- **Maintain** the Post Office, adjust administration requirements and hours of service to meet the value of work (POStPlan with rule change)



# POStPlan Impact

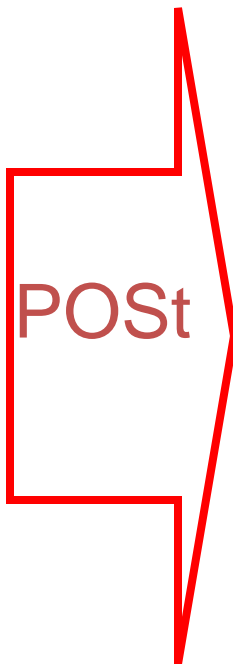
- **Postmaster vacancies facilitate deployment schedule:**
  - 13,167 Offices will have migrated to the POStPlan
  - 9,800 Estimate of Impacted Postmasters
  - 4,000 Approximate Number Left to Convert
  - **3,219 Impacted Postmasters Remaining**



# POStPlan

- Small post office hours of operation exceed their earned hours based on the community's demand for retail services. Suspensions and a few closures have the 2014 numbers slightly different then shown

Prior November 2012	#Small Offices
Level 11	4,429
Level 13	6,140
Level 15	2,808
Level 16	2,805
Level 51 (12 hr/weekly)	81
Level 53 (24 hr/weekly)	506
Level 55 (36 hr/weekly)	590
<b>Total</b>	<b>17,732</b>



Oct 2014		# Offices
Level 2	Non-Career	1,963
Level 4	Non-Career	6,861
Level 6	PT "Postmaster"	4,453
New Level 18	Career	4,655
<b>Total</b>		<b>17,732</b>



# POStPlan Implementation

- Nov 17, 2012 - First POStPlan realignment of retail hours
- 4,000 Remain to be converted today
- Oct 1, 2014 - POStPlan First Phase Complete



# POStPlan Future

**Post Offices can be evaluated every year and reduced further based on earned hours**

- Less use by customer base can reduce levels
- Delivery route optimization will reduce levels
- Contract stations and VPOs can reduce levels
- Current volume trends can reduce levels



# POStPlan Future

## Codifying POStPlan

- S. 1486 has language that would include POStPlan in Title 39
- White House budget for 2015 has similar language





# Impact to Lessors

- Delivery Optimization
- Retail Optimization
- POSTPlan
- Consolidations based on new rules



# Challenge to Lessors

- Negotiating Position based on use
- Continued maintenance
- New or Old costly improvements
- Security improvements (USPS cost)