

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION,
AFL-CIO**

Information Technology

Pay Schedule

Effective Pay Period 22-2014 (October 4, 2014) a new pay schedule will be created for Grades 19 through 23 that will increase pay step D by 5% of the rates in effect January 19, 2011 plus retroactive COLA and general increase amounts.

All employees hired on or after October 4, 2014 in Grades 19 through 23 will be placed in the new schedule.

All Grades 19 through 23 employees in Steps D, E, and F will be slotted into the new schedule at Step D on October 4, 2014.

Step Q employees in Grades 19 through 23 will slotted into Step Q of the new schedule on October 4, 2014.

All remaining Grades 19 through 23 employees will be slotted into the new schedule upon receiving a promotion or upon reaching the top step.

Programmer Complement

During the term: of the 2011 IT/AS contract, 50 additional programmer positions will be created. These positions are in addition to the current authorized complement of programmers. The Postal Service will determine the grade levels and locations of these additional positions.

The Postal Service will maintain the current authorized complement of programmers plus these new positions as they are created during the term of 2011 IT/AS Agreement.

Grade 19 Computer System Analyst Programmer Associate (0334-0140)

Effective Pay Period 22-2014 (October 4, 2014) all Computer Systems Analyst Programmer Association (0334-0140) above pay step H will be advanced to Grade 21 Computer Systems Analyst Programmer (0334-0142). The usual promotion rule to determine step placement will apply to these upgrades. Thereafter a Computer Systems Analyst Programmer Associate will serve no more than five years of satisfactory performance before being advanced to Computer Systems Analyst Programmer.

The Postal Service will have the discretion to hire external applicants for the

Computer Systems Analyst Programmer Associate (0334-0140) positions without internal postings; however, the Postal Service will provide some opportunities for consideration of internal applicants.

Grade 21 Computer Systems Analyst Programmer (0334-0142)

The Postal Service will have the discretion to hire external applicants for the Computer Systems Analyst Programmer (0334-0142) positions without internal postings; however, the Postal Service will provide some opportunities for consideration of internal applicants.

Grade 22 Computer Systems Analyst Programmer Senior (0334-3057)

Effective Pay Period 22-2014 (October 4, 2014) all employees in the Grade 22 Computer Systems Analyst Programmer Senior (0334-3057) will be upgraded to Grade 23 Computer Systems Developer Senior (03340141). The usual promotion rule to determine step placement will apply to these upgrades. Thereafter the Grade 22 Computer Systems Analyst Programmer Senior (0334-3057) position will be eliminated.