

Docket No. N2006-1

USPS Library Reference N2006-1/27

Marina Area Mail Processing Post Implementation Review

(Redacted Version)

As a matter of policy, the Postal Service routinely publicly discloses a facility's total mail volume, but not disaggregated on a mail class-specific or service-specific basis.

Some Worksheets of a typical AMP PIR document contain facility-specific data reflecting estimates of operation-specific originating and/or destinating mail volumes and processing costs. Some of these operations are specific to one mail class or service. They also can contain mail class-specific origin-destination volume data, reflecting the volume per mail class that originates or destinatees at a single facility, or travels from one specific 3-digit ZIP Code area to another specific 3-digit ZIP Code area.

The Postal Service regards such disaggregated facility-specific or point-to-point volume data (and other data from which such disaggregated volumes could be deduced) to be privileged and commercially-sensitive. Their public disclosure could harm the competitive interests of the Postal Service by providing postal competitors, who do not publicly disclose similar data, with information that could be used to improve their ability to compete against the Postal Service for the carriage or transmission of mailable matter. The Postal Service does not regard the public disclosure of such disaggregated data to be in keeping with good business practice, within the meaning of 39 U.S.C. § 410(c)(2). Accordingly, such data are not provided in this Library Reference.

In addition, certain PIR documents reflect the names of individual postal employees who were transferred from one facility to another. Their names have been redacted for privacy purposes, as such information would routinely be withheld by the Postal Service as not being germane to the issues in this docket and out of respect for the personal privacy of those employees.

Finally, the identities of postal staff personnel who compiled certain data as part of the PIR analysis are also redacted as not being germane to the issues in this docket.

WILLIAM P. GALLIGAN
SENIOR VICE PRESIDENT
OPERATIONS



September 15, 2006

MR. DALEY

SUBJECT: Marina Area Mail Processing - Post Implementation Review (PIR)

The first Post Implementation Review (PIR) for the Marina Area Mail Processing (AMP) transferred all originating and destinating mail for ZIP Code areas 902-905. Since the implementation of the AMP, first year savings are projected to be \$1.73 million more than the modified projection. The original annual savings was reduced from \$17.4 million annually to \$14.6 million due to the double count impacted on EAS personnel savings.

Service performance is one area of concern. Quarter III, fiscal year 2006 External First-Class (EXFC) overnight service performance for the Los Angeles District was 94.3 percent, 0.7 percent points below our target. To ensure continued focus on improving service performance for the ZIP Code areas impacted by the AMP, please provide a service improvement action plan by October 1. The plan should outline specific steps that will be taken to improve service performance. The final Marina AMP PIR is due at headquarters by October 30. Please include a comparative EXFC service analysis for 2005 and 2006 by quarter with the final PIR submittal.

A handwritten signature in cursive script that reads "William P. Galligan".

William P. Galligan

cc: Mr. Pajunas
Mr. Williams
Mr. Field

INIGUEZ
VICE PRESIDENT
PACIFIC AREA



ORIGINAL



April 28, 2006

MAY 1 2006

WILLIAM P. GALLIGAN
SENIOR VICE PRESIDENT OPERATIONS

SUBJECT: Marina Post Implementation Review (PIR)

Enclosed you will find the completed Semi-Annual Post Implementation Review (PIR) of the Marina Area Mail Processing (AMP) consolidation. The review was conducted using the methodology outlined in Handbook PO-408, Area Mail Processing (AMP) Guidelines, April 1995.

As demonstrated by the positive workhour impact and dollar savings to date, the consolidation of processing operations from the Marina P&DC to Los Angeles and Long Beach P&DCs allows for better utilization of equipment and dispatching methods.

The majority of identified savings was a net reduction in personnel, as well as costs associated with maintaining the Marina facility. Additionally, the sale of the Marina facility (a USPS owned building) will result in significant revenue for the Postal Service above and beyond that identified in the executive summary.

Please contact me if you require anything further regarding this review.

Al Iniguez

Attachments

cc: Robert Fisher
Annette Goetz

Approvals

Area Mail Processing Post-Implementation Review (Semi-Annual)

Consolidated Office Name/ZIP Code: Marina P&DC, 902-905
AMPC Facility Name/ZIP Code: Los Angeles P&DC, 900-90; Long Beach P&DC, 908-908
Type Distribution: All

Approving Signatures

District Manager, Customer Services
William Alvarez *William Alvarez* AMP Origination Date: 4/28/06
Plant Manager, Long Beach P&DC
David P. Shapiro _____ Date: _____
Senior Plant Manager, Los Angeles P&DC
Virginia Tover *Virginia Tover* Date: 4/28/06

Area Office

Vice President, Area Operations _____ Date: _____
Al Iniguez

Headquarters

Senior Vice President, Operations _____ Date: _____

Implementation Date: _____

Reason for disapproval:

(Signature) (Title) (Date)

Approvals

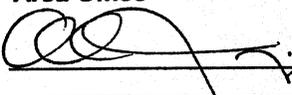
Area Mail Processing Post-Implementation Review (Semi-Annual)

Consolidated Office Name/ZIP Code: _____
AMPC Facility Name/ZIP Code: Los Angeles P&DC, 900-90; Long Beach P&DC, 906-908
Type Distribution: _____

Approving Signatures

	AMP Origination	
District Manager, Customer Services	_____	Date: _____
<small>William Almaraz</small>	_____	Date: _____
Plant Manager, Long Beach P&DC	_____	Date: _____
<small>David P. Shapiro</small>	_____	Date: _____
Senior Plant Manager, Los Angeles P&DC	_____	Date: _____
<small>Virginia Tovar</small>	_____	Date: _____

Area Office

Vice President, Area Operations		Date: <u>1/26/06</u>
<small>Al Iniguez</small>	_____	_____

Headquarters

Senior Vice President, Operations	_____	Date: _____
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Implementation Date: _____

Reason for disapproval:

(Signature)

(Title)

(Date)

Approvals

Area Mail Processing Post-Implementation Review (Semi-Annual)

Consolidated Office Name/ZIP Code: Marina P&DC, 902-905
AMPC Facility Name/ZIP Code: Los Angeles P&DC, 900-90; Long Beach P&DC, 908-908
Type Distribution: All

Approving Signatures

AMP Origination

District Manager, Customer Services _____ Date: _____
William Alvarez

Plant Manager, Long Beach P&DC _____ Date: 4/27/06
David P. Shapiro

Senior Plant Manager, Los Angeles P&DC _____ Date: _____
Virginia Tovar

Area Office

Vice President, Area Operations _____ Date: _____
Al Iniguez

Headquarters

Senior Vice President, Operations _____ Date: _____

Implementation Date: _____

Reason for disapproval:

(Signature)

(Title)

(Date)

Executive Summary

Post Implementation Review

The purpose of this semi-annual Post-Implementation Review (PIR) is to ensure that the projected savings, improved operational efficiency, and management accountability for making decisions regarding the Marina Area Mail Processing (AMP) consolidation were accomplished.

The process utilized to conduct this semi-annual PIR was a thorough review of the AMP plan to ensure the necessary training, relocations, transportation, operational changes and workhour adjustments were made. The current version of the Area Mail Processing Guidelines were utilized to accomplish this task.¹

The Los Angeles Performance Cluster, with assistance from the Pacific Area In-Plant Support Office, completed an Area Mail Processing (AMP) study in late 2004 to determine the feasibility of relocating mail processing and distribution operations from the Marina plant. The AMP moved mail processing operations for ZIP codes 902-904 to and be combined with Los Angeles P&DC mail processing and also moved ZIP codes 905 to Long Beach mail processing.

The Marina Processing & Distribution Center (P&DC) was an owned facility that processed all outgoing and incoming mail in the 902-905 ZIP range. Along with processing operations, the building housed a retail unit, administrative offices, and a Business Mail Entry Unit (BMEU). The Marina P&DC was located approximately 16.5 miles from the Los Angeles P&DC and approximately 8 miles from the Long Beach P&DC.

The Los Angeles P&DC serves as an ADC for destinating mail to Marina. The facility was first occupied in 1988 and processes mail to offices with ZIP codes 900-901. The Los Angeles plant currently now processes Marina's 902-904 originating mail. Los Angeles P&DC has two auxiliary buildings located on the LA P&DC property that are used for processing operations. The first is a warehouse that was renovated to house outgoing manual priority and ZIP 902-904 incoming flat operations. The other building is known as Sack City which is a covered storage area. Sack City renovated to accommodate letter mail operations.

Using MODS information, an annual average daily volume of 6.64 million pieces² (TPH) of mail was shifted to the Los Angeles and Long Beach facilities from

¹ Handbook PO-408, Area Mail Processing (AMP) Guidelines, April 1995.

² The original AMP submission indicates 2.758 billion pieces (TPH) of mail was shifted to the Los Angeles. That figure was updated in the PIR to reflect calendar year 2004 volume at an average daily TPH volume of 6.64 million pieces as required by the AMP instructions.

Marina. To process this volume, mail processing equipment from Marina P&DC was relocated to the Los Angeles and Long Beach plants. An Operational Systems Layout (OSL) was designed defining the necessary equipment that needed to be relocated to the Los Angeles and Long Beach plants.

Voice of the Customer

A net increase in the volume committed to overnight service was accomplished by the AMP. First Class and Priority mail originating in SCFs 919, 920 and 921 destinating to SCFs 902, 903 and 904 was upgraded to a overnight commitment. Similarly, First Class and Priority mail originating in SCFs 902, 903 and 904 was upgraded to an overnight commitment destinating to SCF 921.

Access to postal products and services are being facilitated through adjacent postal facilities. The community impact, as far as plant operations are concerned, was negligible. Parcel post, as well as Standard A mail remained with the Los Angeles Bulk Mail Center. BMEU operations are handled at the AMPC facilities. Community contact was an integral part of the project plan. Communication of the AMP was accomplished through the Postal Customer Council (PCC), Sales Account Representatives and Public Affairs and Relations. A copy of the plan and worksheet 3, *Communication Documentation*, not submitted as part of the original AMP, is included in this review³.

Voice of the Employee

The movement of processing operations from Marina P&DC required the employees to be relocated to offices in and around the Los Angeles basin. All employees in Marina were affected. A few employees remained in the Marina geographic area to support window and BMEU operations. The communication plan that was developed as part of the AMP assisted in keeping all affected employees informed. Ultimately, employees were placed where they were needed and at sites where they wanted to work.

Voice of the Business

As demonstrated by the positive workhour impact and dollar savings to date, the consolidation of processing operations from Marina to Los Angeles and Long Beach allows for better utilization of equipment and dispatching methods. The majority of identified savings was a net reduction in personnel, as well as and costs associated with maintaining the Marina facility. Additionally, the sale of the

³ HQ Public Affairs and Communications has subsequently published an Area Mail Processing (AMP) Communications Support Kit (February 2006) which standardizes these communications templates and processes.

Marina facility (a USPS owned building) will result in significant revenue for the Postal Service above and beyond that identified in the executive summary⁴.

Summary

A summary of the savings/costs identified in the original AMP, as well as modifications to that original projection, compared to the current estimate based on YTD PQ 2 data, appears below.

	Original Projection	Original Projection (Modified to Offset Duplicated EAS Savings)	Current Estimate (Thru PQ 2 FY 2006)	PIR Projected Variance (to Original Projection - Modified)
Annual Workhour Savings/Cost	\$9,170,375	\$9,170,375	\$9,338,544	\$168,169
EAS Workhour Savings/Cost	2,784,852	0	0	0
Transportation Savings/Cost	(\$860,761)	(\$860,761)	(\$525,631)	\$335,130
Annual Associated Savings/Cost	\$6,326,000	\$6,326,000	\$8,051,713	\$1,725,713
Total Annual Savings	\$17,420,466	\$14,635,614	\$16,864,626	\$2,229,012
One-Time Associated Cost	(\$7,971,000)	(\$7,971,000)	(\$8,616,369)	(\$645,369)
One-Time Indemnity Cost	(\$145,742.61)	(\$145,742.61)	\$0	\$145,743
Total One-Time Cost	(\$8,116,743)	(\$8,116,743)	(\$8,616,369)	(\$499,626)
Total First Year Savings	\$9,303,724	\$6,518,871	\$8,248,257	\$1,729,386
Craft Personnel Gain/Loss	(264)	(264)	(284)	(20)
EAS Personnel Gain/Loss	(29)	(29)	(56)	(27)

The annual workhour savings is now projected, based on a projection of FY 2006 YTD PQ 2 workhours and volume in the Los Angeles and Long Beach facilities, to exceed the original AMP estimate by 1.8%.

The components of that decrease include estimated EAS workhour savings, which were recorded on AMP Worksheet 6, *Impact on EAS Personnel*, have been factored out of the original and PIR estimates, based on duplication of savings already accounted for on AMP worksheet 4 and 4a, *Annual Workhour Savings/Cost*.⁵

Additionally, transportation costs have been reduced from the original AMP by approximately 39% due to the elimination of indemnity costs as well as lower contract costs than were anticipated.

Finally, annual associated costs are \$1.7 million lower than projected due to lower than anticipated automation maintenance and custodial costs.

These offset higher than anticipated one time associated equipment relocation costs.

First year savings are projected, based on this PIR review, to be \$1.73 million more than the original modified projection.

⁴ The estimated facility selling price, recorded in the original AMP at \$35 million, has been revised upwards to \$75 million as of this date.

⁵ The rationale for this exclusion is explained in the Workhour/Savings section of this review.

Communications Plan

Communication Documentation Post-Implementation Review (Semi-Annual) Consolidated Office

Facility: Marina P&DC

ZIP Code: SCF 902 Thru 905

following:

Date:

<input checked="" type="checkbox"/>	Local Employee Organizations		
	<u>John Driver</u> (Contact Person)	<u>President, APWU Local 1099</u> (Title)	<u>Friday, January 14, 2005</u>
	<u>Omar Gonzales</u> (Contact Person)	<u>APWU Western Regional Coordinator</u> (Title)	<u>Friday, January 14, 2005</u>
	<u>Chester Albritton</u> (Contact Person)	<u>President, Mail Handlers Local 303</u> (Title)	<u>Friday, January 14, 2005</u>
<input checked="" type="checkbox"/>	Employees		
	<u>Letters; Tour Stand-ups</u> (Method of Notification)		<u>Friday, January 14, 2005</u>
<input checked="" type="checkbox"/>	Appropriate Level of Government		
	<u>The Honorable Barbara Boxer</u> (Contact Person)	<u>US Senator, California</u> (Title/Location)	<u>Friday, January 14, 2005</u>
	<u>The Honorable Diane Feinstein</u> (Contact Person)	<u>US Senator, California</u> (Title/Location)	<u>Friday, January 14, 2005</u>
	<u>Jane Harmon</u> (Contact Person)	<u>US Congressperson, 36th District</u> (Title/Location)	<u>Friday, January 14, 2005</u>
<input checked="" type="checkbox"/>	Media		
	<u>Los Angeles Times</u> (Contact Person)	<u>Martha Groves</u> (Name of Company)	<u>Friday, January 14, 2005</u>
	<u>KABC Ch 7</u> (Contact Person)	<u>Jack Eckstein</u> (Name of Company)	<u>Friday, January 14, 2005</u>
<input checked="" type="checkbox"/>	Local Newspaper(s)		
	<u>Daily Breeze</u> (Contact Person)	<u>Kristen Agostoni</u> (Name/Location of Newspaper)	<u>Friday, January 14, 2005</u>
	<u>The Argonaut</u> (Contact Person)	<u>Vince Echeverra</u> (Name/Location of Newspaper)	<u>Friday, January 14, 2005</u>
<input checked="" type="checkbox"/>	Community Organizations/Groups		
	<u>American Sailing Association</u> (Contact Person)	<u>Brenda Wempner</u> (Name/Location of Organization)	<u>Friday, January 14, 2005</u>
	<u>Marina Del Rey Chamber of Commerce</u> (Contact Person)	<u>Steve Donell</u> (Name/Location of Organization)	<u>Friday, January 14, 2005</u>
	<u>Del Rey Park Neighborhood Association</u> (Contact Person)	<u>Chris Nevel</u> (Name/Location of Organization)	<u>Friday, January 14, 2005</u>
<input checked="" type="checkbox"/>	Major Mailers		
	<u>David Yokota</u> (Contact Person)	<u>Investors Business Daily</u> (Name/Location of Organization)	<u>Monday, January 31, 2005</u>
	<u>Steve Brown</u> (Contact Person)	<u>Gamefly</u> (Name/Location of Organization)	<u>Monday, January 31, 2005</u>

USPS Library Reference N2006-1/27

**[numbered pages 6-44 consist of exact duplicates
of AMP Communications Plan Tool Kit templates
contained in USPS Library Reference N2006-1/12]**

Workhour Savings/Costs

Summary

A summary of the identified originally proposed and PIR estimated workhour savings/costs associated with the Marina AMP, based on an analysis of the original⁶ and PQ 2 YTD update of Worksheet 4 and 4a, *Annual Workhour Savings/Cost*, appears below.

The following issues were identified with the original Worksheet 4 and 4a, *Annual Workhour Savings/Cost*, estimates and accounted for as indicated:

The original Worksheet 4 and 4a estimates did not include a comprehensive FY 2003 analysis of Long Beach MODS volume and workhour data. Only volume/workhours which were projected to have been moved, based on anticipated additional workhour volume attributable to the transfer of SCF 905 from Marina to Long Beach, were included. The PIR review has reconstructed comprehensive MODs volume and workhour FY 2003 data (PQ 2 YTD and YE) for all 3 impacted facilities (Marina, Long Beach and Los Angeles) to properly account for the impacts to Long Beach.

MODs operations associated with the EAS functions identified and recorded on AMP Worksheet 6, *Impact on EAS Personnel*, were included in the original Worksheet 4 baseline and 4a projection of savings. Those functions are Manager Distribution Operations (MDO), Supervisor Distribution Operations (SDO), EAS Maintenance and EAS Function 0 staffing.

Combining savings/costs from both worksheets 4/4a and 6 would constitute a duplication of savings given the manner in which the current summary of AMP savings/costs are calculated in the model. As such, this PIR review has highlighted the data for those operations (annotated below) on worksheet 4/4a and factored out of the original and PIR estimates, any savings identified on AMP Worksheet 6, *Impact on EAS Personnel*.

⁶ The original Worksheet 4 data was a summary of MODS volume and workhours for FY 2003.

SELECT MODS OPERATION NUMBERS			
LDC SUPV	LDC NON-SUPV	MODS OPER	
OPERATIONS SUPPORT			
	03	581	INDUSTRIAL ENGINEER
	02	582	QUALITY IMPROVEMENT
01	08	900	TRAVEL - OPERATIONS SUPPORT
01		922	MANAGER, IN-PLANT SUPPORT
MAIL PROCESSING			
10		342	QWL COORDINATOR-SUPERVISOR EMPLOYEES
10	18	620	TRAVEL - MAIL PROCESSING
10	18	630	MEETING TIME - MAIL PROCESSING
10		698	SUPERVISOR, AUTOMATION-MP
10		699	SUPERVISOR, MECHANIZATION-MP
10		700	SUPERVISOR, MANUAL-MP
10		701	SUPERVISOR, OTHER DIRECT-MP
10		702	SUPERVISOR, INDIRECT-MP
10		770	SUPERVISOR, RBCS SYSTEMS ADMINISTRATOR
10		927	MANAGER, DISTRIBUTION OPERATIONS
10		928	SUPERVISOR, DISTRIBUTION OPERATIONS
10		932	SUPERVISOR, INTERNATIONAL
MAINTENANCE			
35	39	624	TRAVEL - PLANT & EQUIPMENT
35	39	634	MEETING TIME - PLANT & EQUIPMENT
35		933	MANAGER, MAINTENANCE OPERATIONS
35		951	SUPERVISOR, MAINTENANCE OPERATIONS
35		952	MANAGER/SUPERVISOR, MAINT. OPERATIONS SUPPORT
35		953	MANAGER, FIELD MAINTENANCE OPERATIONS
TRAINING			
90	90	780	TRAINING - OPERATIONS SUPPORT
91	91	781	TRAINING - MAIL PROCESSING
93	93	783	TRAINING - PLANT & EQUIPMENT MAINTENANCE
93	93	789	TRAINING - VEHICLE SERVICES

Costs associated with both FY 2003 and FY 2006 workhour data used for was calculated at the rate used in the original AMP worksheet 4/4a to eliminate any deviations based on contractual salary increases.⁷

Annualized Projections of PQ 2 YTD volume and workhours were based on a calculated ratio of the percentage of FY 2004 PQ 2 YTD TPF volume to FY 2004 end of year TPF volume. Those factors appear in the summary of worksheet 4a (FY 2006 PQ1 – PQ2).

⁷ The Hourly rates used are: \$31.21 (Marina), \$32.97 (Los Angeles) and \$31.05 (Long Beach).

Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)

Consolidated Office Name: Marina P&DC

FY 2006 PQ 1 - PQ 2

Consolidated Office			
(1) Current Operation Numbers	(2) Current Annual TPH/TPF Volume (000)	(3) Current Annual Workhours	(4) Current Annual Cost \$31.21
Current Totals	-	-	(D) \$0
Current PQ1+PQ2 Volume >>			-
Current PQ1+PQ2 Workhours >>			-
Current PQ1+PQ2 Cost >>			\$0
Annualized PQ 1-2 Cost (2004 Ratios) >>		51.31%	\$0

AMPC Facility Los Angeles P&DC			
(5) Current Operation Numbers	(6) Current Annual TPH/TPF Volume (000)	(7) Current Annual Workhours	(8) Current Annual Cost \$32.87
Current Totals	2,947,981	2,929,626	(E) \$96,589,771
Current PQ1+PQ2 Volume >>			2,947,981
Current PQ1+PQ2 Workhours >>			2,929,626
Current PQ1+PQ2 Cost >>			\$96,589,771
Annualized PQ 1-2 Cost (2004 Ratios) >>		49.48%	\$195,224,725

AMPC Facility Long Beach P&DC			
(9) Current Operation Numbers	(10) Current Annual TPH/TPF Volume (000)	(11) Current Annual Workhours	(12) Current Annual Cost \$31.05
Current Totals	1,370,398	870,550	(F) \$27,030,592
Current PQ1+PQ2 Volume >>			1,370,398
Current PQ1+PQ2 Workhours >>			870,550
Current PQ1+PQ2 Cost >>			\$27,030,592
Annualized PQ 1-2 Cost (2004 Ratios) >>		51.10%	\$52,900,973

Current PQ1+PQ2 Workhours	3,800,177
Current PQ1+PQ2 Cost	\$123,620,363
FY 2003 PQ1+PQ2 Workhours	4,204,015
FY 2003 PQ1+PQ2 Cost	\$135,374,056
Estimated PQ1-PQ2 Savings (Workhours)	403,838
Estimated PQ1-PQ2 Savings (Cost)	\$11,753,693

Current PQ1+PQ2 Volume	4,318,378
FY 2003 PQ1+PQ2 Volume	4,204,015
Estimated Volume Change (PQ1-PQ2)	114,364

Annualized Cost (A + B + C)	\$248,125,698
Estimated Annual Savings	\$9,338,544
WS 4 (A + B + C) - WS 4A (D + E + F)	

Proposed Savings/Cost (Original AMP)	\$9,170,375
Estimated Annual Savings (PIR)	\$9,338,544
Estimated Savings/Cost Variance	\$168,169

Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)

Consolidated Office Name: Marina P&DC

FY 2003 PQ 1 - PQ 2

Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.87
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AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
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Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.87
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AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
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Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.97
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AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
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Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)

FY 2003 PQ 1 - PQ 2

Consolidated Office Name: Marina P&DC

Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
Current Totals	-	925,305	(A) \$28,878,773

AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.97
Current Totals	3,752,958	2,443,413	(B) \$80,559,313

FY 2003 PQ1-PQ2 Workhours (A + B + C)	4,204,015
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FY 2003 PQ1-PQ2 Cost >> (A + B + C)	\$135,374,056
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AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
Current Totals	2,288,751	835,287	(C) \$25,935,969

Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)
 FY 2003 YE

Consolidated Office Name: Marina P&DC

Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.87
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AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
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Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)
 FY 2003 YE

Consolidated Office Name: Marina P&DC

Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.97
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AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
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Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)

Consolidated Office Name: Marina P&DC

FY 2003 YE

Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.87
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AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
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Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)
 Consolidated Office Name: Marina P&DC

FY 2003 YE

Consolidated Office			
(1) Proposed Operation Numbers	(2) Proposed Annual TPH/TPF Volume (000)	(3) Proposed Annual Workhours	(4) Proposed Annual Cost \$31.21
Current Totals	1,096,016	1,807,089	(A) \$56,399,258

AMPC Facility Los Angeles P&DC			
(5) Proposed Operation Numbers	(6) Proposed Annual TPH/TPF Volume (000)	(7) Proposed Annual Workhours	(8) Proposed Annual Cost \$32.97
Current Totals	1,906,666	4,568,417	(B) \$150,620,719
FY 2003 Annual Workhours >> (A + B + C)			8,000,121
FY 2003 Annual Cost >> (A + B + C)			\$257,464,242

AMPC Facility Long Beach P&DC			
(9) Proposed Operation Numbers	(10) Proposed Annual TPH/TPF Volume (000)	(11) Proposed Annual Workhours	(12) Proposed Annual Cost \$31.05
Current Totals	1,155,348	1,624,614	(C) \$50,444,265

Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)
 Consolidated Office Name: Marina P&DC FY 2008 PQ 1 - PQ 2

Consolidated Office

(1) Current Operation Numbers	(2) Current Annual TPH/TPF Volume (000)	(3) Current Annual Workhours	(4) Current Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC

(5) Current Operation Numbers	(6) Current Annual TPH/TPF Volume (000)	(7) Current Annual Workhours	(8) Current Annual Cost \$32.97
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AMPC Facility Long Beach P&DC

(9) Current Operation Numbers	(10) Current Annual TPH/TPF Volume (000)	(11) Current Annual Workhours	(12) Current Annual Cost \$31.05
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Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)

Consolidated Office Name: Marina P&DC

FY 2006 PQ 1 - PQ 2

Consolidated Office			
(1) Current Operation Numbers	(2) Current Annual TPH/TPF Volume (000)	(3) Current Annual Workhours	(4) Current Annual Cost \$31.21
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AMPC Facility Los Angeles P&DC			
(5) Current Operation Numbers	(6) Current Annual TPH/TPF Volume (000)	(7) Current Annual Workhours	(8) Current Annual Cost \$32.87
212			
213			
214			
225			
229			
230			
231			
235			
238			
239			
271			
275			
297			
298			
320			
321			
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671			
677			

AMPC Facility Long Beach P&DC			
(9) Current Operation Numbers	(10) Current Annual TPH/TPF Volume (000)	(11) Current Annual Workhours	(12) Current Annual Cost \$31.05
212			
213			
214			
225			
229			
230			
231			
235			
238			
239			
271			
275			
297			
298			
320			
321			
324			
325			
331			
332			
333			
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336			
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340			
341			
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346			
348			
350			
381			
421			
441			
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461			
462			
465			
466			
472			
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677			

Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)

Consolidated Office Name: Marina P&DC

FY 2006 PQ 1 - PQ 2

Consolidated Office			
(1) Current Operation Numbers	(2) Current Annual TPH/TPF Volume (000)	(3) Current Annual Workhours	(4) Current Annual Cost \$31.21
679			
680			
681			
692			
698			
699			
700			
701			
745			
747			
748			
750			
751			
752			
753			
754			
758			
759			
764			
765			
766			
770			
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776			
780			
781			
783			
786			
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967			
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972			
975			
977			
979			

AMPC Facility Los Angeles P&DC			
(5) Current Operation Numbers	(6) Current Annual TPH/TPF Volume (000)	(7) Current Annual Workhours	(8) Current Annual Cost \$32.97
679			
680			
681			
692			
698			
699			
700			
701			
745			
747			
748			
750			
751			
752			
753			
754			
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AMPC Facility Long Beach P&DC			
(9) Current Operation Numbers	(10) Current Annual TPH/TPF Volume (000)	(11) Current Annual Workhours	(12) Current Annual Cost \$31.05
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701			
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Annual Workhour Savings/Cost Post-Implementation Review (Semi-Annual)

Consolidated Office Name: Marina P&DC

FY 2006 PQ 1 - PQ 2

Consolidated Office			
(1) Current Operation Numbers	(2) Current Annual TPH/TPF Volume (000)	(3) Current Annual Workhours	(4) Current Annual Cost \$31.21
Current Totals	-	-	(D) \$0
Current PQ1+PQ2 Volume >>			-
Current PQ1+PQ2 Workhours >>			-
Current PQ1+PQ2 Cost >>			\$0
Annualized PQ 1-2 Cost (2004 Ratios) >>		51.31%	\$0

AMPC Facility Los Angeles P&DC			
(5) Current Operation Numbers	(6) Current Annual TPH/TPF Volume (000)	(7) Current Annual Workhours	(8) Current Annual Cost \$32.97
Current Totals	2,947,981	2,929,626	(E) \$96,589,771
Current PQ1+PQ2 Volume >>			2,947,981
Current PQ1+PQ2 Workhours >>			2,929,626
Current PQ1+PQ2 Cost >>			\$96,589,771
Annualized PQ 1-2 Cost (2004 Ratios) >>		49.48%	\$195,224,725

AMPC Facility Long Beach P&DC			
(9) Current Operation Numbers	(10) Current Annual TPH/TPF Volume (000)	(11) Current Annual Workhours	(12) Current Annual Cost \$31.05
Current Totals	1,370,398	870,550	(F) \$27,030,592
Current PQ1+PQ2 Volume >>			1,370,398
Current PQ1+PQ2 Workhours >>			870,550
Current PQ1+PQ2 Cost >>			\$27,030,592
Annualized PQ 1-2 Cost (2004 Ratios) >>		51.10%	\$52,900,973

Current PQ1+PQ2 Workhours	3,800,177
Current PQ1+PQ2 Cost	\$123,620,363
FY 2003 PQ1+PQ2 Workhours	4,204,015
FY 2003 PQ1+PQ2 Cost	\$135,374,056
Estimated PQ1-PQ2 Savings (Workhours)	403,838
Estimated PQ1-PQ2 Savings (Cost)	\$11,753,693

Current PQ1+PQ2 Volume	4,318,378
FY 2003 PQ1+PQ2 Volume	4,204,015
Estimated Volume Change (PQ1-PQ2)	114,364

Annualized Cost (A + B + C)	\$248,125,698
Estimated Annual Savings	\$9,338,544
WS 4 (A + B + C) - WS 4A (D + E + F)	

Proposed Savings/Cost (Original AMP)	\$9,170,375
Estimated Annual Savings (PIR)	\$9,338,544
Estimated Savings/Cost Variance	\$168,169

Craft Personnel Impacts

Critical Contractual Facts

The Marina P&DC was not a stand alone installation. It was tied to the Inglewood Post Office contractually.

When excessing from an installation, you must fully staff the losing installation before moving career employees. In this case the Inglewood Post Office became the losing installation.

The next step was to staff the gaining installation. When a decision was made that all of the processing activity could not be accommodated at the Los Angeles P&DC, and that some of the mail would have to be processed at the Long Beach P&DC, the Long Beach P&DC became a gaining installation. The FTE number associated with all of the volume that went to the Long Beach P&DC equated to 102. Long Beach actually received 108 career craft employees (Clerks/Mail Handlers/Maintenance).

Any career employees over and above what would be needed in LA and Long Beach were placed in withheld/residual assignments in other post offices and plants.

Critical Staffing Facts

An assessment was made of the staffing requirements in plants and post offices throughout the Southern basin. It was determined that shortfalls existed in a number of these plants and post offices. (See Dynamics model attached)

The impacted employees resided in towns and cities throughout the southern basin. Many resided in locales where we had critical shortages in our plants and post offices.

Working with the Craft Unions

Permission was received from Headquarters Labor Relations to negotiate with the APWU and the NPMHU leadership at the Area level to expand the placement opportunities for the impacted craft employees. Specifically, we developed MOU's which allowed us to offer placement in offices and plants where staffing shortages had been identified that either matched where the impacted employees resided and/or where they wished to work even though we did not have the residual/withheld jobs required by the contract in which to place them. The MOU's that were negotiated also provided for early movement of the employees. Note: the contracts require a minimum of 6 months advance notification to the unions at the Area level and 60 days to the employees. The MOU's allow us to begin moving craft employees almost two months ahead of the expiration of the six months notification date. See attached AMP Worksheets, the AMP Dynamics Model and AMP Craft Employee Placement Spreadsheet (attached).

Placement Process

A list of work schedules for the Mail Handlers and Clerks at each of the receiving sites was developed and provided to the impacted clerks and mail handlers. Each craft had its own set of schedules. The clerks and mail handlers then used their seniority to select an assignment. The maintenance employees were placed into positions that had been through the Preferred Assignment Process and had fallen out as residuals.

Bottom line result

Employees were placed where they were needed and at sites that they wanted to work.

Summary

Impact On Craft Personnel Post-Implementation Review (Semi-Annual)

Consolidated Office Staffing						
Consolidated Office Name/ZIP Code: Marina P&DC 902-904						
Craft	Noncareer		PTFs		Career	
	Proposed	Current	Proposed	Current	Proposed	Current
Clerk						
Mail Handler						
BEM / FMO (LDC37)						
ET / MPE (LDC36)						
Custodial						
Main. Clks(LDC39)						
Total	0	0	0	0	0	0
	(A)	(B)	(C)	(D)	(E)	(F)
Total Current (A)+(C)+(E):		0		Total Proposed (B)+(D)+(F):		0
		(G)			(H)	
Difference (+/-) at Consolidated Office (H-G):			0			
			(I)			

AMPC Office Staffing						
AMPC Facility Name/ZIP Code: Los Angeles P&DC 900 - 901 (900-904)						
Craft	Noncareer		PTFs		Career	
	Proposed	Current	Proposed	Current	Proposed	Current
Clerk	94	366	142	78	1413	1289
Mail Handler	70	68	48	31	642	617
BEM / FMO (LDC37)					75	74
ET / MPE (LDC36)					147	115
Custodial	0				116	86
Main. Clks(LDC39)					29	32
Total	164	434	190	109	2422	2213
	(J)	(K)	(L)	(M)	(N)	(O)
Total Current (J)+(L)+(N):		2776		Total Proposed (K)+(M)+(O):		2756
		(P)			(Q)	
Difference (+/-) at AMPC Facility (Q-P):			-20			
			(R)			
Total Personnel Impact (X+Y):			-20			

Impact On Craft Personnel Post-Implementation Review (Semi-Annual)

Consolidated Office Staffing						
Consolidated Office Name/ZIP Code: <u>Marina P&DC 905</u>						
Craft	Noncareer		PTFs		Career	
	Proposed	Current	Proposed	Current	Proposed	Current
Clerk	0	0	0	0	0	
Mail Handler	0		0		0	
BEM / FMO (LDC37)					0	
ET / MPE (LDC36)					0	
Custodial					0	
Main. Clks(LDC39)					0	
Total	0	0	0	0	0	0
	(A)	(B)	(C)	(D)	(E)	(F)
Total Current (A)+(C)+(E):		0		Total Proposed (B)+(D)+(F):		0
		(G)				(H)
Difference (+/-) at Consolidated Office (H-G): 0						
(I)						

AMPC Office Staffing						
AMPC Facility Name/ZIP Code: <u>Long Beach P&DC 905 - 908 (905)</u>						
Craft	Noncareer		PTFs		Career	
	Proposed	Current	Proposed	Current	Proposed	Current
Clerk					70	69
Mail Handler					28	28
BEM / FMO (LDC37)					6	6
ET / MPE (LDC36)					4	4
Custodial						1
Main. Clks(LDC39)					0	
Total	0	0	0	0	108	108
	(J)	(K)	(L)	(M)	(N)	(O)
Total Current (J)+(L)+(N):		108		Total Proposed (K)+(M)+(O):		108
		(P)				(Q)
Difference (+/-) at AMPC Facility (Q-P): 0						
(R)						
Total Personnel Impact (X+Y): 0						

MARINA AMP CRAFT EMPLOYEE PLACEMENT - July 7, 2006

	CLERKS			MAIL HANDLERS			MAINTENANCE CRAFT EMPLOYEES										Total Maintenance Employees				
	Total Clerks	Total Mail Handlers																			
ANAHEIM PADFC	8	3	3	3	6	1															
INDUSTRY PADFC	38	18	3	21	8	2														10	
LA BWC	8	9	1	10	2	1														18	
LA IBC	8	9	1	8	3	2														7	
LAS VEGAS PADFC	35	5	5	8	4	1														11	
LONG BEACH PADFC	223	24	3	28	1	4														47	
LOS ANGELES PADFC	223	24	1	248	89	11	1	104	3	6	8	10	5	4	4	1	1	1	1	3	
MT. BELLENS PADFC	1	1	1	1	1	1															
ONYARD PADFC	1	1	1	12	1	1														3	
SAN BERNARDINO PADFC	25	26	12	1	1	1														10	
SANTA ANA PADFC	1	1	1	1	4	5															
SANTA BARBARA PADFC	1	1	1	17	1	3														7	
SANTA CLARITA PADFC	29	28	16	1	1	1														2	
PLANT TOTALS:	370	88	1	438	185	21	2	208	3	24	12	33	8	7	8	1	1	1	1	18	
ARCADIA	2	2	2																		1
BELL PO	3	3	3																		1
BELLFLOWER PO	2	2	2																		1
BEVERLY HILLS PO	3	3	3																		1
BREA PO	1	1	1																		1
BUENA PARK PO	1	1	1																		1
CHINO PO	1	1	1																		1
CORONA PO	2	2	2																		1
COVINA PO	1	1	1																		1
CULVER CITY PO	5	5	5																		1
LA HABRA PO	1	1	1																		1
LA MIRADA PO	1	1	1																		1
LANEWOOD PO	1	1	1																		1
LANWDALE PO	1	1	1																		1
LA ROBY STATION	1	1	1																		1
PALOS VERDES PO	2	2	2																		1
POMONA PO	2	2	2																		1
ROSEMead PO	1	1	1																		1
SAN PEDRO PO	5	5	5																		1
SANTA MONICA PO	5	5	5																		1
TORRANCE PO	5	5	5																		1
VENICE PO	4	4	4																		1
POST OFFICE TOTALS:	42	42	42																		5
INGLEWOOD:	54	5	4	63	2																2
PLANT TOTALS:	376	98	1	439	188	21	2	208	3	24	12	33	8	7	8	1	1	1	1	18	
GRAND TOTAL	472	83	8	640	185	21	2	208	3	30	13	33	8	7	8	1	1	1	1	18	

Total Employees Placed: 888
 Employees Retired/Transferred: 6 (Mail Handlers)
 1 of 1
 7/8/2006

EAS Personnel Impacts

Placement Process

1. Identified MDO + EAS staffing requirements at the gaining installation.
2. Identified Maintenance EAS staffing requirements at the gaining installation
3. Identified EAS Function 0 requirements at the gaining installation
4. Coordinated authorization levels with Headquarters
5. Identified impacted EAS at the losing installation
6. Obtained Headquarters approval for limited competition to realign staffing
7. Reviewed repositioning guidelines with Headquarters
8. Determined process to be utilized to effect placement – Process used in the Long Beach District consolidation was benchmarked and adapted
9. Identified vacancies to be utilized for placement in limited competition process
10. Briefed impacted EAS and NAPS
11. Apprised NAPS of the vacancies and process to be used for placement
12. Provided 991 and interview skills training to impacted EAS
13. Prepared vacancy packages for Round #1 Limited Competition
14. Established multi-functional Review Boards from each Performance Cluster with available vacancies
15. Disseminated vacancy packages with instructions to impacted EAS
16. Scheduled interviews (off site hotel utilized)
17. Briefed Review Board members on interview and recommendation process under the limited competition process.
18. Collected completed packages and prepare job offers
19. Made job offers
20. Identified remaining unplaced EAS
21. Repeated process to reposition remaining impacted EAS
22. Made any necessary Directed Reassignments

Placement Results:

1. A total of 60 EAS were placed through limited competition – 27 in the LA P&DC and 33 in other facilities and/or offices.
2. Three EAS were placed through lateral reassignments
3. Four EAS were given Directed Reassignments
4. There were no EEO's or other appeals filed as a result of the placement due to the close working relationship with NAPS and the impacted EAS.

Limited Competition Vacancies
EAS Results

Office	Position	New EAS Level	Hours	Days Off	Posting #	Successful Applicant	Priority Facility
CS District	Customer Service Rep	EAS 13	08:00-17:00	SAT-SUN	Santa Ana CSD 2		12 Marina PDC
Industry P&DC	Operations Support Specialist	EAS 20	08:00-17:00	SAT-SUN	Industry P&DC 3		21 Marina PDC
	Supv Maintenance Operations	EAS 17	14:45-23:45	FRI-SAT	Industry P&DC 5		17 Marina PDC
	Supv Distribution Operations	EAS 17	22:30-07:00	Tue/Wed	Industry P&DC 6		17 Marina PDC
	Supv Maintenance Operations	EAS 17	14:45-23:45	Sun/Mon	SA 01		19 WWATO
Santa Ana P&DC	Supv Distribution Operations	EAS 17	17:00-01:30	SAT-SUN	SAP&DC 1B		17 Marina PDC
	Operations Support Specialist	EAS-18	08:00-17:00	Sat/Sun	SA 06		17 Marina PDC
Long Beach P&DC	Directory Analysis Specialist	EAS 16	07:00-16:00	SAT-SUN	LBPDC 1		19 WWATO
	Supv Maintenance Operations	EAS 17	23:00-08:00	FRI-SAT	LBPDC 2		17 Marina PDC
	Operations Support Specialist	EAS 17	18:00-01:00	SAT-SUN	LBPDC 3		17 Marina PDC
Anaheim P&DC	Mgr., Transportation Networks	EAS 20	08:00-17:00	Sat/Sun	SA 04		18 Marina PDC
Supv Distribution Operations		EAS 17	23:00-08:00	SUN-TUES	APDF 1		17 Marina PDC
Corona PO	Supv Customer Services	EAS 17	06:50-16:50	SUN/ROT	CORONA PO 1		17 Ingwood
Ontario PO	Manager, Customer Services	EAS 20	09:00-18:00	SAT-SUN	08 SA		24 WWATO
Torrance PO	Customer Relations Coordinator	EAS 17	08:00-17:00	Sun/Mon	04 SA		19 Marina PDC
Culver City PO	Supv Customer Services	EAS 17	08:00-16:00	THUSUN	CULVER CITY PO		17 Marina PDC
Bay-Manhattan Beh Sta	Supv Customer Services	EAS 17	03:50-12:50	SUN/ROT	BAY-MANHAT BCH 1		17 Marina PDC
CS District	Industrial Engineer (FLD)	EAS 19	08:00-17:00	Sat/Sun	LA CS DISTRICT 1		21 WWATO
CS District	Manager, Oper Prog Supt	EAS 25	7:45-16:50	Sat/Sun	16 LA		25 Marina PDC
LA ISC	Mgr In-Plant Support	EAS 19	08:00-16:50	Sat/Sun	LA ISC 1		16 Marina PDC
	Operations Support Specialist	EAS 18	08:00-16:50	Rotating	LA ISC 3		17 Marina PDC
LA BMC	Mgr In-Plant Support	EAS 23	07:00-15:50	Sat/Sun	LA BMC 1		24 Marina PDC
	Mgr Maintenance Operations Support	EAS 19	08:00-05:30	Sat/Sun	LA BMC 5		19 Marina PDC
	Mgr Maintenance Operations	EAS 21	22:50-07:00	Sat/Sun	LA BMC 6		21 Marina PDC
LA P&DC	Supv Transportation Operations	EAS 17	04:00-12:50	Thu/Fri	19 LA		16 Marina PDC
	Operations Support Specialist	EAS 20	06:00-15:00	Sat/Sun	LAPDC 18		22 Marina PDC
	Operations Support Specialist	EAS 18	16:00-01:00	Sat/Sun	LAPDC 05		18 Ingwood
	Mgr., Field Maintenance Operations	EAS 18	07:00-16:00	Sun/Mon	LAPDC 09		18 Marina PDC
	Supervisor, Maintenance Operations	EAS 17	22:45-07:45	Mon/Tue	LAPDC 12		17 Marina PDC
	Supervisor, Maintenance Operations	EAS 17	06:45-15:45	Sat/Fri	LAPDC 13		17 WWATO
	Supervisor, Maintenance Operations	EAS 17	06:45-15:45	Sun/Mon	LAPDC 14		17 Marina PDC

Limited Competition Vacancies
EAS Results

Office	Position	New EAS Level	Hours	Days Off	Posting	Supervisor	Prior Facility
LA P&DC	Supervisor, Maintenance Operations	EAS 17	14.45-23.45	Thu/Fri	LAPDC 15	T. Hill	17 WWATO
	Supervisor, Maintenance Operations	EAS 17	22.45-07.45	Thu/Fri	LAPDC 16		17 WWATO
	Manager, Distribution Operations	EAS 24	2300-0900	Sat/Sun	LAPDC 06		22 Marina PDC
	Manager, Distribution Operations	EAS 24	2300-0900	Mon/Tue	LAPDC 07		24 WWATO
	Manager, Distribution Operations	EAS 24	1700-0200	Sun/Mon	LAPDC 08		22 Marina PDC
	Supervisor, Distribution Operations	EAS 17	22.00-07.00	Sun/Mon	LAPDC 21		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	22.00-07.00	Fri/Sat	LAPDC 22		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	22.00-07.00	Thu/Fri	LAPDC 23		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	06.50-16.50	Tue/Wed	LAPDC 25		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	07.45-16.45	Tue/Wed	LAPDC 26		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	06.50-16.50	Thu/Fri	LAPDC 28		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	06.50-16.50	Mon/Tue	LAPDC 30		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	17.00-02.00	Sat/Sun	LAPDC 31		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	14.30-23.30	Tue/Wed	LAPDC 35		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	16.50-01.50	Sat/Sun	LAPDC 37		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	15.00-24.00	Sat/Sun	LAPDC 38		17 Marina PDC
	Supervisor, Distribution Operations	EAS 17	16.50-01.50	Sat/Sun	LAPDC 42		17 Marina PDC
Supervisor, Distribution Operations	EAS 17	16.00-01.00	Sat/Fri	LAPDC 43		17 Marina PDC	
Supervisor, Distribution Operations	EAS 17	16.00-01.00	Sat/Sun	LAPDC 44		17 Marina PDC	
Supervisor, Distribution Operations	EAS 17	16.00-01.00	Sun/Mon	LAPDC 47		17 Marina PDC	
WWATO	Manager, Distribution Operations	EAS 22	16.00-24.00	Sun/Mon	WWATO2		24 WWATO
WWATO	Manager, Distribution Operations	EAS 20	07.00-16.00	Sun/Mon	WWATO1		22 Marina PDC
WWATO	Supv Maintenance Operations	EAS 17	23.00-07.50	Thu/Fri	WWATO3		19 WWATO
WWATO	Supv Maintenance Operations	EAS 17	07.00-15.50	Sun/Mon	WWATO4		17 Marina PDC
WWATO	Supv Maintenance Operations	EAS 17	16.50-04.00	Fri/Sat	WWATO5		17 WWATO
WWATO	Supv Maintenance Operations	EAS 17	15.00-23.50	Sun/Mon	WWATO8		17 WWATO
Bloomington	Supv Cust Service	EAS-17	6:00am-2:30pm	Sat/Sun	09 SD		17 Marina PDC
Mary Sellers P&DC	St Mgr Dist Opms	EAS-25	7:30am-4:30pm	Sat/Sun	50 SD		24 WWATO
San Bernardino PDC	Supv Maintenance Operations	EAS-17	23:00-08:00	Sun/Mon	SBPDC 1		17 WWATO

Limited Competition Vacancies
EAS Results

Office	Position	EAS Level	Hour	Date Of	Posting #	Successful Applicant	Prior LV	Prior Facility
LA P&DC	Supv Dist Opms	EAS-17	1500-2400	Tue/Wed			17	Marina PDC
LA P&DC	Operations Support Specialist	EAS-17	2000-0500	Sun/Mon			17	Marina PDC
LA VMAF	Supv Vehicle Maintenance	EAS-17	0550-1450	Sat/Sun			17	Marina PDC
LA P&DC	Supervisor, Maintenance Operations	EAS 17	14:45-23:45	Mon/Tue			17	WVATO
LA P&DC	Supervisor, Distribution Operations	EAS 17	06:50-15:50	Tue/Wed			17	Marina PDC
LA P&DC	Industrial Engineer (FLD)	EAS 19	22:00-07:00	Sat/Sun			19	Marina PDC
LA P&DC	Supervisor, Distribution Operations	EAS 17	22:00-07:01	Sun/Mon			17	Marina PDC
Van Nuys PDC	Supervisor, Distribution Operations	EAS 17	1700-0150	Mon/Wed			17	Marina PDC

Distribution Changes

Service Commitments Post-Implementation Review (Semi-Annual) Post-Implementation Review (Semi-Annual)

Explain in detail any downgrades to services for other mail classes:

No Downgrades

Customer comments (Express, Priority, and 2C only):

Distribution Changes

DMM Labeling List L002 - 3 Digit ZIP Code Prefix Matrix

3-Digit ZIP	Column A - Label to	Column B - Label to	Column C - Label to
DELETE (1)			
902	INGLEWOOD CA 902	INGLEWOOD CA 902	SCF INGLEWOOD CA 902
903	INGLEWOOD CA 903	INGLEWOOD CA 902	SCF INGLEWOOD CA 902
904	SAN MONICA CA 904	INGLEWOOD CA 902	SCF INGLEWOOD CA 902
905	TORRANCE CA 905	INGLEWOOD CA 902	SCF INGLEWOOD CA 902
ADD (2)			
902	INGLEWOOD CA 902	LOS ANGELES CA 900	SCF LOS ANGELES CA 900
903	INGLEWOOD CA 903	LOS ANGELES CA 900	SCF LOS ANGELES CA 900
904	SAN MONICA CA 904	LOS ANGELES CA 900	SCF LOS ANGELES CA 900
905	TORRANCE CA 905	LONG BEACH CA 907	SCF LONG BEACH CA 907

DMM Labeling List L005 - 3-Digit ZIP Code Prefix Groups - SCF Sortation

Column A - 3-Digit ZIP group	Column B - Label to
DELETE (3)	
900, 901	SCF LOS ANGELES CA 900
902-905	SCF INGLEWOOD CA 902
906-908	SCF LONG BEACH CA 907
ADD (4)	
900,901,902-904	SCF LOS ANGELES CA 900
905-908	SCF LONG BEACH CA 907

Transportation Savings/Costs

HCR-900M4

The additional cost of \$13,292.94 (beyond the original Marina transportation) was due to the re-solicitation of the emergency contract, 900DU. The contract was re-solicited as a temporary, HCR 900M4.

HCR-900L5, 900M3, 900L7, 900L2, 900L3, 900M2, 900L8, 900L9, 900L4, 900M0, 900L1, 900M1

The additional cost \$604,842.44 (beyond the original Marina transportation) to the proposed annual cost is due to extra trips that are being operated for early morning deliveries and afternoon collections. These trips were not part of the original proposed schedules. Driving times are also being adjusted; the times given by the transportation manager were incorrect. There are service change packages at the Area Office awaiting completion. Once these are completed, the extra trips will be eliminated.

HCR-900AG

The reduced cost of (\$149,642.70) (beyond the original Marina transportation) was due to the re-solicitation of the emergency contract, HCR 900AU. This contract was put in place for the delivery and collection of Express Mail.

Associated Costs

Annual Associated Costs Post-Implementation Review (Semi-Annual)

Consolidated Office Name/ZIP Code: Marina P&DC, 902-904

	Consolidated Office			Marina P&DC, 902-904	AMPC Facility			Los Angeles P&DC 900 - 901 (900-904)
	Current Cost	Proposed (After AMP)	Difference (+/-)		Current Cost	Proposed (After AMP)	Difference (+/-)	
Automation / Mech Maintenance	\$4,768,196.00	\$0.00	\$4,768,196.00	Automation Maintenance	\$8,307,361.00	\$9,613,774.00	(\$1,306,413.00)	
Mechanization Maintenance			\$0.00	Mechanization Maintenance			\$0.00	
Other Equipment Maintenance			\$0.00	Other Equipment Maintenance			\$0.00	
Building Maintenance	\$1,865,741.00	\$0.00	\$1,865,741.00	Building Maintenance	\$4,586,613.00	\$5,719,331.00	(\$1,132,718.00)	
Custodial	\$2,269,432.00	\$0.00	\$2,269,432.00	Custodial	\$6,072,264.00	\$6,641,395.00	(\$569,131.00)	
EAS & Ops Support	\$1,763,604.00	\$0.00	\$1,763,604.00	EAS & Ops Support	\$4,051,698.00	\$4,706,020.00	(\$654,332.00)	
Annual Maintenance Training Costs	\$179,866.00		\$179,866.00	Annual Maintenance Training Costs	\$403,087.00	\$491,907.84	(\$88,820.84)	
Annual Scheme/Machine Training Costs			\$0.00	Annual Scheme/Machine Training Costs			\$0.00	
Annual Electrical Expense	\$526,636.75	\$0.00	\$526,636.75	Annual Electrical Expense	\$1,667,262.00	\$1,974,627.00	(\$307,365.00)	
Annual HVAC Fuel Expense	\$259,368.25	\$0.00	\$259,368.25	Annual HVAC Fuel Expense	\$805,396.00	\$880,396.00	(\$75,000.00)	
Changes in Other Annual Support Costs			\$0.00	Changes in Other Annual Support Costs			\$0.00	
Total Difference (+/-)			\$11,632,864.00	Total Difference (+/-)			(\$4,133,759.84)	
			(A)				(B)	

Total Difference (+/-)

Consolidated Office: \$11,632,864.00
(A)

AMPC Facility: (\$4,133,759.84)
(B)

Total AMP Difference (+/-) \$7,499,104.16
(C)

One-Time Associated Costs

Employee Relocation	
Equipment Relocation	\$876,369.00
Other*	\$375,000.00
Facility Improvement Costs	\$7,363,000.00
Total	(\$8,616,369.00)

Please Explain Other

* The one time costs in Other line, represents the attached Statement of Work of \$347,261.93 submitted by the contractor plus contingency, for required Mail Processing Infrastructure (MPI) wiring, peripherals, and labor for additional relocated DBCS, MLOCs, and AFSMs from the Marina to L.A. Plant. Equipment relocation costs and all necessary electrical, etc. costs exceeded original estimates.

Addendum Post-Implementation Review (Semi-Annual)

Estimated renovation costs for the LA P&DC, Sack City, and Warehouse to accommodate the Marina AMP

Costs for: *	Estimated Costs based on proposals received	Actual Costs based on Facilities
Design	\$376,000	\$400,386
Construction**	\$6,654,000	\$6,083,587
Construction Supervision	\$333,000	\$84,560
	\$7,363,000	\$6,568,533

* Includes required contingency funds

** includes HVAC for Sack City and Warehouse; Lighting upgrade to Sack City and Warehouse
All required electrical upgrades to plant and sack city, and all life safety requirements

Sale of Marina P&D Facility	\$35,000,000	\$ 75,000,000
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Utility Costs:			
Present	1.92 per square foot	409,390	\$786,029 savings

(FY02 \$811,591, for info only)

Post-Implementation Review (Semi-Annual) Original Assumptions & Methodology by Worksheet

AMP WS 1	Virginia Tovar, Sr. Plant Manager Los Angeles P&DC (Manager of AMP Facility) William Almaraz, District Manager Los Angeles (Manager of District from which mail is being consolidated) Dave Shapiro, Sr. Plant Manager Long Beach P&DC (Manager of AMP Facility)
AMP WS 2	
AMP WS 4	FY03 YTD data was used for Marina, LA and Long Beach's TPH and Workhours Hourly Rate for Marina is \$31.21 and LA is \$32.97
AMP WS 4a	Consolidated TPH volume between Marina and LA as the proposed TPH volume Based on the HQ's LDC 17 Standardization Report to Remove LA's SSM The actual dollar savings was calculated in separate rates, not just using LA's rate. See calculation added below template. Note: Added columns for 905 TPH volumes and workhours
AMP WS 5	Allocated staffing to support IOP Note: No staffing to Long Beach P&DC
AMP WS 6 & 6a	Reduced 9 Maintenance EAS positions, driven by Workhour Estimate Program. Reduced 8 Mail Processing EAS positions, driven by 1:22 EAS to Craft ratio driven by decentralization of incoming manual secondary operations and reduction of complement due to merger of originating operations. Note: No staffing to Long Beach P&DC
AMP WS 7 & 7a	Project is service neutral with the exception of Marina 902-904 Originating Mail being commingled with Los Angeles 900-901 Originating Mail, the 902-904 Originating Mail will now receive upgraded service (from 2 Day to OND) to the San Diego 921 service area.
AMP WS 7b & 7c	Marina 905 Originating/Destinating Mail will be merged with Long Beach Mail. There is no service standard changes
AMP WS 8	DDM labeling distribution changes
AMP WS 9 & 9a	Contract schedule reviewed. TIMES data and site reviews for transportation utilization were the basis for transportation consolidation or termination. Costs comparisons for PVS based upon Quarter 3 2004 cost evaluation PS 5505 update from HQ Surface Transportation. Note: WS 9a is the cost between Torrance 905 and Long Beach Plant.
AMP WS 10 & 10b	Based on equipment and PIVs that will be relocated to LA. Plant using Marina's existing LDC 36 & 37 Area approved staffing package (Workhour Estimating Program) and calculating the proposed square footage of additional cleaning using MS-47 Handbook. Savings based on use of average craft and EAS workhour rates.
AMP WS 10b & 10c	Proposed number of machines as needed for the combined operations.
AMP WS 10d	Additional construction/renovation costs not covered in the Maintenance function as well as property value of Marina as determined by limited appraisal.

Marina AMP Dynamics

Updated: 1/05/05

