

LIBRARY REFERENCE USPS-LR-N2010-1/4

MATERIALS RELATING TO RURAL CARRIER PORTION
OF THE TESTIMONY OF WITNESS GRANHOLM (USPS-T-3)

PURPOSE: The purpose of USPS-LR-N2010-1/4 is to present the background materials relating to the rural carrier portion of the testimony of witness Granholm (USPS-T-3). Use of and reference to this set of materials are facilitated by consolidating it into one library reference. USPS-LR-N2010-1/4 is a Category 2 library reference, and will be sponsored by witness Granholm. It was prepared by Operations personnel in the Delivery and Post Office Operations Department.

PREDECESSOR MATERIAL: None.

INPUT/OUTPUT: The inputs to this library reference are identified within specific analyses included herein. The outputs of this library reference are used by Costing witnesses, specifically Prof. Bradley (USPS-T-6) and Dr. Colvin (USPS-T-7).

CONTENTS: The library reference consists of this Word (pdf) document, plus the following Excel spreadsheets, and one pdf of a Postal form:

LIBRARY_REFERENCE_ROUTE_STRUCTURES.xls
LIBRARY_REFERENCE_EXPRESS WKHRS.xls
PS Form 4241M.pdf

ORGANIZATION: This Word document is a set of sections, organized in relation to the associated Excel spreadsheets. Each section is intended to explain a particular analysis. The methodology and data for each analysis are described in the Word document, and the calculations for that analysis appear in the referenced portion of the relevant Excel file.

SECTION ONE

Rural carriers are compensated on the basis of the activities that take place on their routes, and are determined during a mail count. Some of those activities are volume related, meaning their total time increases or decreases as the volume delivered on the route increases or decreases. Other activities are not volume related, and are determined by the physical characteristics of the route. Each activity has an allowable time, and the total time calculated for a rural route is a combination of the amount of each activity and the time allowed for one unit

of that activity. A listing of these activities and their time allowances are provided in form 4241-M, included as a pdf file in this library reference. In that form, the volume-related activities are listed in the column titled "Allowance Factors Office Time (min)."

With the elimination of Saturday delivery and collection operations, the Postal Service will need to modify current route structures to adjust to a 5 day work week. This will involve a process of re-evaluating routes to reflect the new pattern of mail delivery. The new evaluations will determine the Saturday in-office volume-driven workload and will need to be spread over Monday through Friday to ensure carriers are able to meet their leaving and returning times. Other work that occurs on Saturday, measured by the route-related factors like the office time associated with reoccurring tasks (fixed office time) or the time it takes to deliver and collect mail on Saturday, would be eliminated. These activities occur once on any day in which delivery takes place on the route. Eliminating Saturday delivery will eliminate them from Saturdays and they are already being done on the other delivery days. Finally, declining volumes will facilitate the transfer of workload from Saturday to the 5 remaining days.

Rural routes have 4 classifications, "K", "J", "H" and "A". Regular carriers on "K" routes have one (1) day off each week. On "J" routes they have one (1) day off every other week, Regular carriers on "H" routes work six (6) days a week and "A" routes are auxiliary routes, which are served six (6) days a week by leave replacement carriers known as a Rural Carrier Associate (RCA) or a Temporary Relief Carrier (TRC).

The Postal Service undertook an analysis of what the rural delivery structure would look like in a five-day environment. This analysis required determining how much volume related and route related time occurred, on average, on each type of route, and then determining how the volume related time would be transferred to the other days of the week. Because each route classification has its own structure, this analysis had to be done four separate times.

When calculating the new route models in a five day environment the average weekly evaluated hours, deliveries and volume factors for each specific classification of route, as of the end of FY 09, PP 21 were used. The source of the data for these calculations is the AAQ300 Master Listing Report generated from the Payroll data site in Eagan, MN.

In the Excel file [LIBRARY_REFERENCE_ROUTE_STRUCTURES.xls](#), the tab "K RTS" shows the the rural "K" route structure in the current 6-day environment and what it will look like in a 5-day environment.

The current 6-day total weekly hours are first converted to minutes. The average deliveries for a K route are then multiplied by the volume factor to determine the weekly office hours. The volume factor measures time per delivery associated with volume received during a mail count. When the volume factor is multiplied by the average number of boxes on the route, the average office or route related

time for a K route is produced. The street or route-related hours are the remaining balance.

To calculate the total time for a K route in a 5-day environment, the analysis assumes that the total volume related or office time remains the same, because the carriers are handling the same amount of mail volume. In contrast, the Saturday street or fixed time would be saved and total street time would fall by one-sixth. The remaining street time is calculated by taking the original 6 day street time, dividing by 6 and multiplying times 5. The new route total work hours is now divided by 5 for a new daily hourly evaluation. Note that because Saturday hours are provided by a Rural Carrier Associate or Temporary Relief Carrier, the eliminated time would be for that less expensive type of labor.

The Excel file contains similar analyses for the other route types, each contained in its own tab.

In the Excel file LIBRARY REFERENCE ROUTE STRUCTURES.xls, the tab “J RTS” shows the derivation of route time for a “J” route in a 5-day environment. “J” routes have a relief day every other week, so to get a true weekly calculation, only one-half of the daily work hours used by a leave replacement on Saturday should be the total. The calculation to a 5-day environment is the same as noted in the “K” route explanation.

In the Excel file LIBRARY REFERENCE ROUTE STRUCTURES.xls, the tab “H RTS” shows the derivation of route time for an “H” route in a 5-day environment. “H” routes are evaluated on 6 days and do not have a scheduled relief day. The calculation to a 5 day environment is the same as noted in the “K” & “J” route explanation.

In the Excel file LIBRARY REFERENCE ROUTE STRUCTURES.xls, the tab “A RTS” shows the derivation of route time for an “A” route in a 5-day environment. “A” routes are auxiliary routes usually evaluated between 12 and 39 weekly hours, are carried by leave replacement carriers, are evaluated on 6 days, and do not have a scheduled relief day. The calculation to a 5 day environment is the same as noted in the previous route explanations.

SECTION TWO

In the Excel file LIBRARY REFERENCE EXPRESS WKHRS.xls, the tab “EXPRESS DELIVERY WKHRS” is a chart created to determine approximate yearly work hours necessary to deliver Express Mail on Saturdays.

Part of a rural route’s evaluation is determined by the density coverage of the route. Routes with 12 boxes or more per mile are considered “L” routes and routes with less than 12 boxes per mile are “non – L” routes.

Using the end of FY 09 route totals, 62.3 percent of routes were “L” routes and 37.7 percent were “non – L”. The productivity factor for delivering Express Mail is 12 per hour for “L” routes and 8 per hour for “non – L”. Mileage calculations are determined at the rate of two (2) miles per delivery piece.

The total FY 09 Express Mail pieces addressed to rural routes on Saturdays was the baseline used for determining the projected work hours necessary. The total pieces delivered were assigned proportionately to the percentage of “L” and “non – L” routes. The productivity factors (12 and 8 per hour) were used to calculate the time necessary to deliver the Express Mail on a Saturday.