



U.S. Postal Service Workforce Size and Employment Categories, FY1987-FY2012

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Summary

This report provides data from the past 25 years on the size of the U.S. Postal Service's (USPS's) workforce. Further, this report examines trends in workforce composition, particularly focusing on shifts in the ratio between career and non-career employment.

USPS employed 629,028 persons as of September 30, 2012 (FY2012). USPS's workforce size has dropped by 170,772 employees (21.4%) in the past 25 years, and USPS had 16,922 (2.6%) fewer employees at the end of FY2012 than it did at the end of FY2011. Since 1987, the career/non-career composition of USPS's workforce has also changed. The number of career employees has declined 29.6%, while the number of non-career employees has increased 105.3%. In FY2011, USPS hired 10,471 employees for a new non-career position referred to as postal support employee (PSE). The number of PSEs increased 93.7% to 20,281 between FY2011 and FY2012.

Although the size of each employment category has shifted over the past 25 years, three overarching trends are apparent. First, "rural" employment categories grew significantly. Second, three categories of USPS employees involved in the transportation of mail prior to its delivery—mail handlers, motor vehicle operators, and vehicle maintenance personnel—grew through the 1980s and 1990s, peaked in the early 2000s, and either returned to their FY1987 levels in FY2012 or declined below those levels. Third, non-bargaining temporary employees have increased more than tenfold from 297 in FY1987 to 3,537 in FY2012.

In recent years, the USPS has experienced significant financial challenges. After running modest profits from FY2004 through FY2006, the USPS lost \$41.1 billion between FY2007 and FY2012. The USPS's financial circumstances have prompted it to undertake cost-cutting measures, primarily through workforce reductions. USPS has reduced its workforce size through attrition and separation incentives to retire or resign. Since FY2007, there has been a reduction of 156,901 employees from USPS's workforce.

The USPS has indicated that it intends to continue to reduce its workforce size and has established a goal of 155,000 additional position reductions by 2016. On February 6, 2013, USPS announced it intended to cease delivering letter mail on Saturdays as of August 1, 2013. This change would affect the equivalent of 35,000 positions. Throughout 2012, USPS offered several retirement incentives to its employees, including postmasters, mail handlers, postal clerks, and supervisors.

This report will be updated as events warrant.

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Data Source

Each year, the U.S. Postal Service (USPS) issues an *Annual Report* (hereafter, the *Report*) that includes data on its workforce. The *Report* categorizes employees as either “career employees” or “non-career employees.” According to USPS, the career employees category includes persons with permanent positions at USPS, part- and full-time. The non-career employees category includes all persons hired under time-limited contracts.¹ The *Report* also provides breakdowns of the number of workers by employment categories (e.g., regional offices personnel, clerks, and rural delivery carriers, amongst others). The **Appendix** of this report presents brief descriptions of these employment categories. This report provides workforce data drawn from the *Reports* covering FY1987 through FY2012.²

Data Analysis

Workforce Size

Between FY1987 and FY2012, the size of USPS’s workforce decreased 21.4%, from 799,800 employees to 629,028 employees (**Table 1, Figure 1**). Data on the overall workforce during this 25-year period show a rise in employees in the 1990s and a decline in employees from the 2000s through the present. USPS’s workforce peaked in FY1999 with 905,766 employees.³ In FY2012, USPS operated with its smallest workforce in at least 25 years (**Figure 2**).

Table 1. Number of USPS Employees by Employment Category, FY1987–FY2012
(five-year intervals)

Employment Category	FY1987	FY1992	FY1997	FY2002	FY2007	FY2012	Change FY1987-FY2012	Change (%) FY1987-FY2012
Career Employees								
Headquarters	2,101	2,434	1,949	1,712	2,856	2,922	821	39.08%
Headquarters— Related Field Units	5,792	5,663	4,319	3,848	4,527	4,189	-1,603	-27.68%
Inspection Service— Field	4,278	4,324	4,347	3,875	2,991	2,403	-1,875	-43.83%
Inspector General	0	0	101	722	1,147	1,124	1,124	N/A
Area Offices Personnel	0	0	1,566	2,107	1,281	805	805	N/A

¹ The data on non-career employment do not include persons carrying out postal-related functions outsourced to private firms. For example, USPS no longer has a fleet of cargo aircraft. Today, the Postal Service contracts with private firms for the transportation of mail by air. The persons who fly and maintain these planes are not included in the data on non-career employees.

² U.S. Postal Service, *Annual Report of the Postmaster General* (Washington: USPS, 1985-1995); U.S. Postal Service, *Annual Report of the United States Postal Service* (Washington: USPS, 1996-2010); and U.S. Postal Service, *Annual Report to Congress and Comprehensive Statement on Postal Operations* (Washington: USPS, 2011-2012).

³ Over the 25-year period covered in this report.

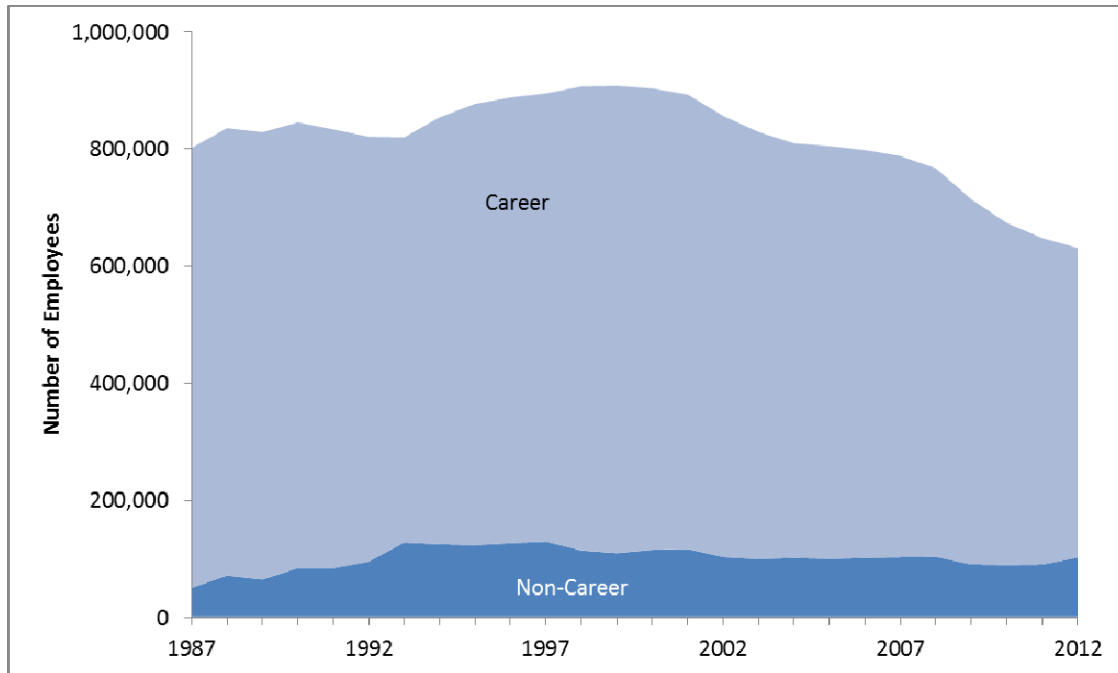
U.S. Postal Service Workforce Size and Employment Categories, FY1987-FY2012

Employment Category	FY1987	FY1992	FY1997	FY2002	FY2007	FY2012	Change FY1987-FY2012	Change (%) FY1987-FY2012
Regional Offices	431	586	0	0	0	0	-431	-100.00%
Postmasters/ Installation Heads	27,735	26,496	26,256	25,771	25,285	17,376	-10,359	-37.35%
Supervisors/Managers	43,076	43,185	35,708	37,829	32,635	23,566	-19,510	-45.29%
Prof. Admin. and Tech. Personnel	10,582	10,440	11,369	9,661	8,058	4,501	-6,081	-57.47%
Clerks	296,360	268,049	280,818	256,656	204,145	0	-296,360	-100.00%
Clerks/Nurses ^a	0	0	0	0	0	139,666	139,666	N/A
Nurses	325	286	193	173	160	0	-325	-100.00%
Mail Handlers	48,879	49,520	59,147	59,259	57,882	42,033	-6,846	-14.01%
City Delivery Carriers	229,706	223,088	234,033	233,639	222,132	176,808	-52,898	-23.03%
Motor Vehicle Operators	7,031	7,086	8,625	9,092	8,726	6,885	-146	-2.08%
Rural Delivery Carriers—Full-Time	36,551	43,283	49,957	60,817	67,584	66,549	29,998	82.07%
Special Delivery Messengers	2,209	1,742	1,331	0	0	0	-2,209	-100.00%
Bldg. and Equip. Maint. Personnel	31,047	34,367	39,954	42,275	39,948	34,705	3,658	11.78%
Vehicle Maintenance Personnel	4,705	4,741	5,501	5,513	5,405	4,926	221	4.70%
Subtotal	750,808	725,290	765,174	752,949	684,762	528,458	-222,350	-29.61%
Non-Career Employees								
Casuals	9,621	27,204	32,615	19,065	22,078	5,651	-3,970	-41.26%
Postal Support Employees	0	0	0	0	0	20,281	20,281	N/A
Non-bargaining Temporary	297	603	774	807	1,244	3,537	3,240	1090.91%
Rural Subs/RCA/RCR/ AUX	29,831	43,830	54,834	56,474	60,444	48,170	18,339	61.48%
Postmaster Relief/Leave Replacements	9,243	12,415	12,687	12,234	12,169	8,727	-516	-5.58%
Transitional Employees	0	9,732	26,789	12,847	5,232	14,204	14,204	N/A
Subtotal	48,992	93,784	127,699	101,427	101,167	100,570	51,578	105.28%
Total Employees	799,800	819,074	892,873	854,376	785,929	629,028	-170,772	-21.35%

Source: CRS analysis of data provided by USPS.

- a. In 2009, USPS reported no nurses in that employment category. In FY2010, “nurses” was joined with “clerks,” creating a single employment category. It is unclear why USPS merged those two employment categories, but both “nurses” and “clerks” are represented by the same postal union.

Figure 1. Total, Career, and Non-Career USPS Employees
FY1987–FY2012



Source: CRS analysis of data provided by USPS.

Career Employees vs. Non-Career Employees

USPS categorizes its workforce into two types of employees: career and non-career. Non-career employees serve in time-limited or otherwise temporary positions.⁴ In many cases, non-career employees are not provided benefits that are provided to career employees.⁵ **Figure 1** shows trends in career and non-career USPS employment from FY1987 to FY2012. The number of career employees has decreased from FY1987 to FY2012, while the number of non-career employees has increased from FY1987 to FY2012. The number of career employees decreased by 29.6% between FY1987 and FY2012, from 750,808 to 528,458. During that time period, non-career USPS employees increased by 105.3%, from 48,992 to 100,570 (**Table 1**). The proportion of the USPS workforce that is non-career has increased approximately 10 percentage points from 6.1% in FY1987 to 16.0% in FY2012.

USPS has reported data in 19 total career categories since FY1987, though this number includes categories in which the position had yet to be instituted in FY1987 (N/A in the last column of

⁴ The employee categories that comprise both career and non-career employee types are defined in the **Appendix**.

⁵ For example, according to the USPS’s *Employee and Labor Relations Manual*, non-career employees are excluded from coverage under the Federal Employees Retirement System (FERS). U.S. Postal Service, *Employee and Labor Relations Manual*, ELM 33, December 2012, p. 573, at <http://about.usps.com/manuals/elm/elm5.pdf>.

Table 1) or discontinued by FY2012 (–100.00% in the last column of **Table 1**).⁶ Twelve career employment categories have remained intact between FY1987 and FY2012. Of these categories, 8 had fewer employees in FY2012 than in FY1987.⁷ “Professional Administrative and Technical Personnel” experienced the greatest percentage decrease in employees from FY1987 to FY2012, with a 57.5% decrease (6,081 fewer employees). Four of the twelve categories of employees that were populated from FY1987 through FY2012 experienced an increase in their level of employment.⁸ “Rural Delivery Carriers—Full-Time” experienced the largest increase in both percentage change (82.1%) and actual number (29,998 more employees).

There are two reductions in the six non-career employee categories. The number of casuals, or temporary employees who do not receive full-time employee benefits, dropped 41.3% from 9,621 employees in FY1987 to 5,651 in FY2012. The number of “Postmaster Relief/Leave Replacements” decreased approximately 5.6% from 9,243 in FY1987 to 8,727 in FY2012.

In 2011, USPS started hiring a new category of non-career employee called postal support employees (PSEs). As of September 30, 2012, USPS had 20,281 PSEs. PSEs were created pursuant to USPS’s contract agreement with the American Postal Workers Union (APWU).⁹ A USPS press release stated that the PSEs were to “provide the USPS with flexibility.”¹⁰ According to the APWU, the PSEs may comprise up to 20% “of most functional areas of the Clerk Craft,” and up to 10% in both the “Maintenance and Motor Vehicle Crafts.”¹¹ PSEs are “paid lower wages than career employees ... [and] will be part of the APWU bargaining unit and will receive raises, health benefits, and leave.”¹²

The percentage of USPS’s workforce consisting of career employees declined from 93.9% to 84.0% between FY1987 and FY2012. Despite their decline, career employees have constituted the vast majority of USPS’s workforce during the past two and a half decades (**Figure 1, Table 2**).

⁶ Since FY1987, USPS has added an Office of Inspector General, which, at the end of FY2012, had 1,124 employees. Additionally, the category of “area offices” did not have any employees in 1987 but had 805 in FY2012. As of FY1993, USPS discontinued the “regional offices” category. In FY2009, USPS had no “nurses” in the “nurses” category. In FY2010, USPS merged the “clerks” and “nurses” categories. One category of employee, “discontinued operations,” included employees in FY1993, FY1994, and FY1996 but had no employees in that category in any other year of analysis.

⁷ These categories include Headquarters—Related Field Units (prior to FY2012, Headquarters—Field Support Units), Inspection Service—Field, Postmasters/Installation Heads, Supervisors/Managers, Professional Administrative and Technical Personnel, Mail Handlers, City Delivery Carriers, and Motor Vehicle Operators.

⁸ These categories include Headquarters, Rural Delivery Carriers—Full-Time, Building and Equipment Maintenance Personnel, and Vehicle Maintenance Personnel.

⁹ The labor contract agreement went into effect on May 23, 2011.

¹⁰ U.S. Postal Service, “Postal Service Establishes New Position,” press release, June 8, 2011, at http://about.usps.com/news/state-releases/fl/2011/fl_2011_0610.htm.

¹¹ American Postal Workers Union, “Highlights of the 2010-2015 Tentative Agreement,” April 18, 2011, p. 9, at <http://www.apwu.org/news/nsb/2011/nsb07-110418-highlights.pdf>. The collective bargaining agreement between the APWU and USPS defines “Craft Groups” as “[t]hose positions for which the Union [APWU] has secured exclusive recognition at the national level.” American Postal Workers Union, AFL-CIO, and U.S. Postal Service, *Collective Bargaining Agreement*, May 23, 2011, p. 156, at http://www.apwu.org/dept/ind-rel/sc/APWU_Contract_2010-2015.pdf.

¹² American Postal Workers Union, “Highlights of the 2010-2015 Tentative Agreement,” p. 9.

Employment Categories

Although the size of each employment category has shifted over the past 25 years, three overarching trends are apparent. First, rural employment cohorts exhibited considerable growth. Full-time rural delivery carriers rose 82.1%, from 36,551 in FY1987 to 66,549 in FY2012, and other rural carriers (rural subs/RCA/RCR/AUX) increased 61.5%, from 29,831 to 48,170. In contrast, the number of city delivery carriers dropped 23.0% from 229,706 in FY1987 to 176,808 in FY2012. USPS has indicated that 60% to 70% of population growth occurred in rural areas for much of the 25-year period. In addition, total USPS mail volume increased in these areas through 2005, leading to a greater need for delivery carriers in those areas.¹³

Second, three categories of USPS employees involved in the transportation of mail prior to its delivery grew through the 1980s and 1990s, peaked in the early 2000s, and either returned to their FY1987 levels in FY2012 or declined below those levels. The number of mail handlers was 48,879 in FY1987, 59,259 in FY2002, and 42,033 in FY2012. Motor vehicle operators numbered 7,031 in FY1987, 9,092 in FY2002, and 6,885 in FY2012. Vehicle maintenance personnel, who play a supporting role in mail transportation, totaled 4,705 in FY1987, 5,513 in FY2002, and 4,926 in FY2012.

Third, non-bargaining temporary employees have increased more than tenfold—1090.9%—from 297 in FY1987 to 3,537 in FY2012.

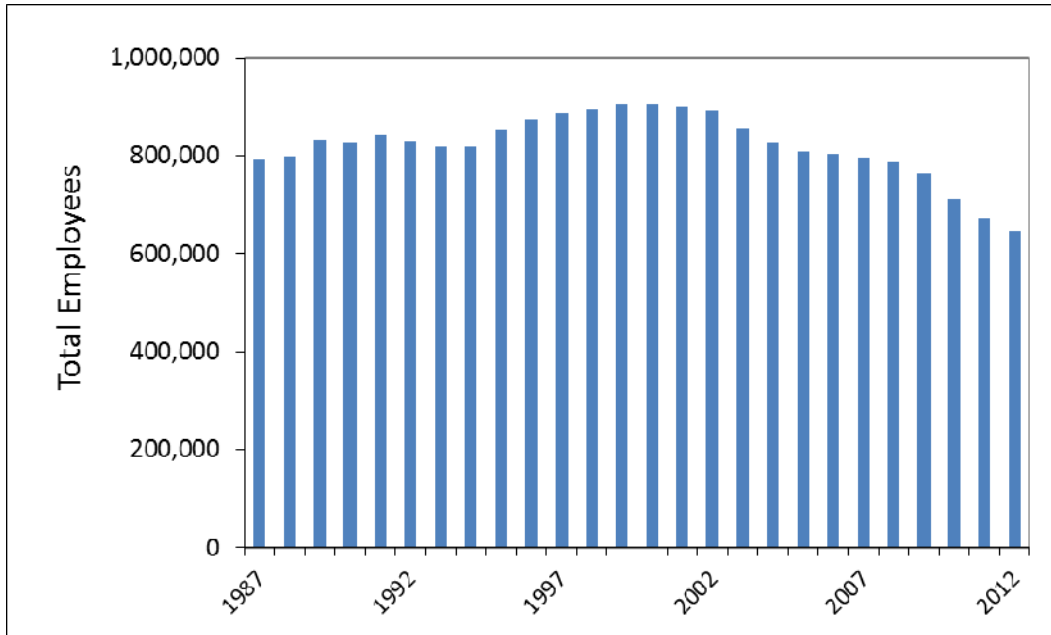
Table 2. Career and Non-Career Employees as a Percentage of the USPS Workforce, FY1987–FY2012
(five-year intervals)

Employees	FY1987	FY1992	FY1997	FY2002	FY2007	FY2012
Career Employees	93.87%	88.55%	85.70%	88.13%	87.13%	84.01%
Non-Career Employees	6.13%	11.45%	14.30%	11.87%	12.87%	15.99%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Source: CRS analysis of data provided by USPS.

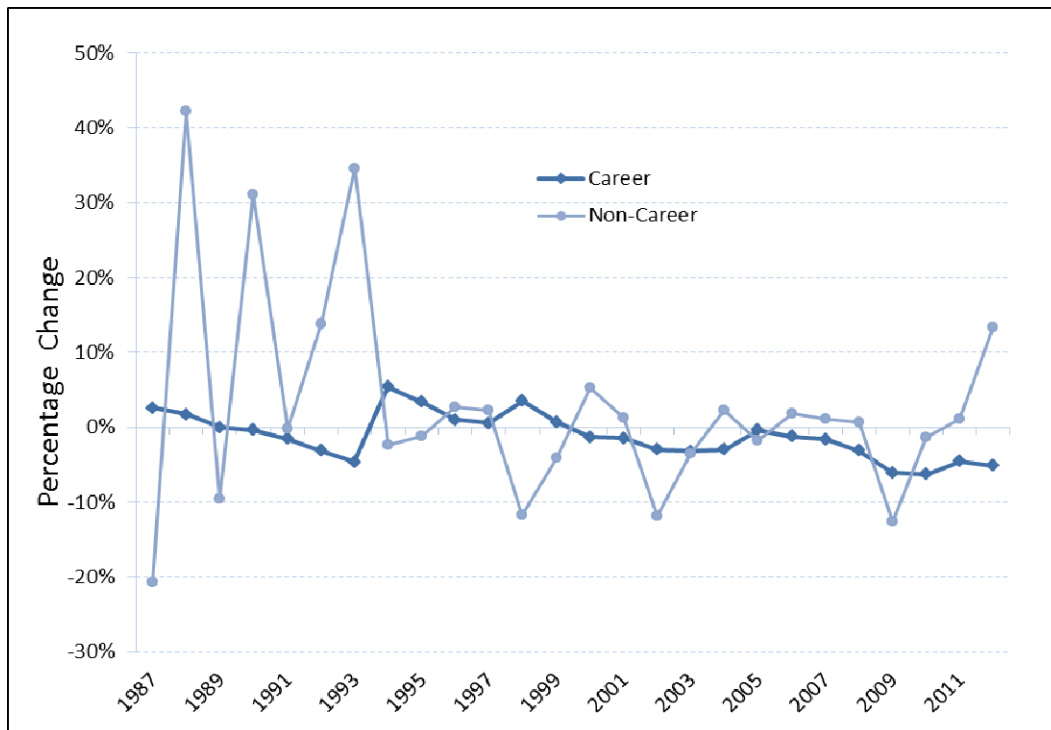
¹³ Information provided electronically to CRS from USPS on August 3, 2009.

Figure 2. Total USPS Employees
FY1987–FY2012



Source: CRS analysis of data provided by USPS.

Figure 3. Percentage Change in Career and Non-Career Employees
FY1987–FY2012



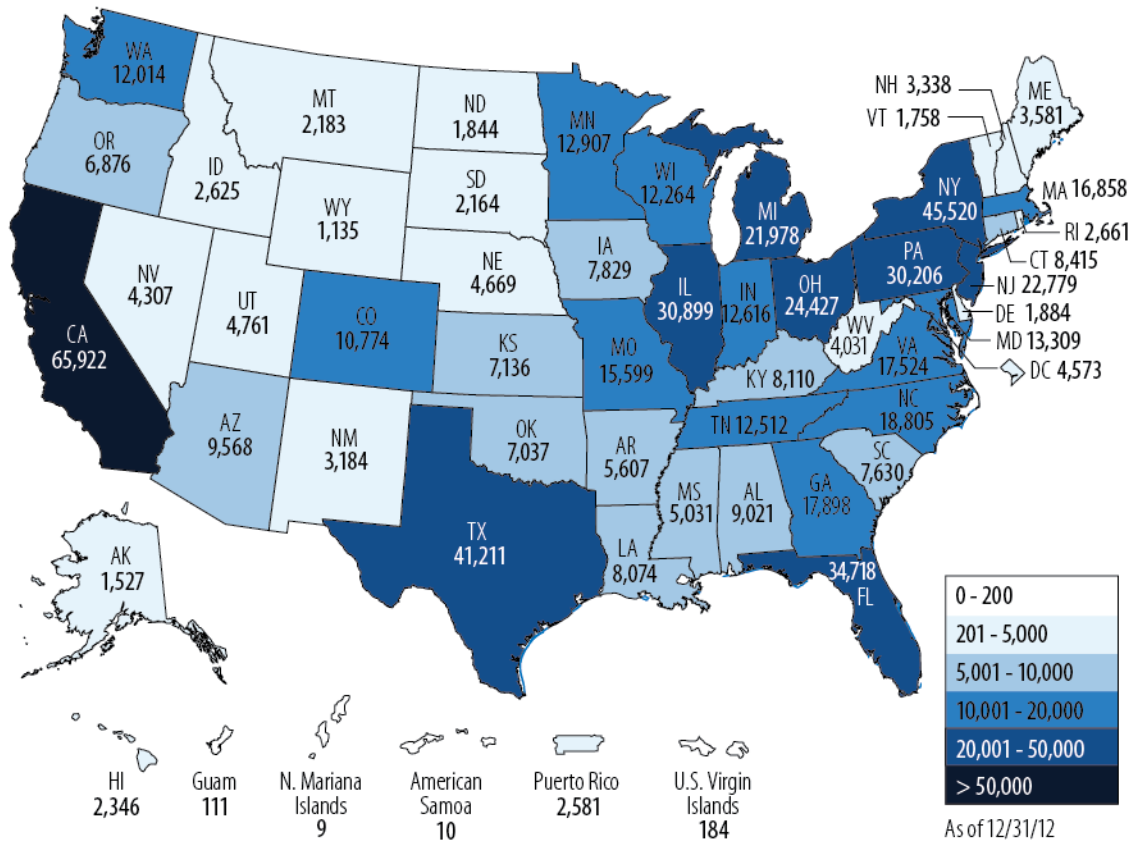
Source: CRS analysis of data provided by USPS.

Figure 3 shows the yearly percentage change in USPS workforce size, disaggregating the data by career and non-career employees. The decrease in size of the USPS workforce between FY2008 and FY2009 was the steepest decrease in the past 25 years. As the trend lines indicate, the percentage change in career employees has remained relatively stable, though it has been negative for the past decade. In contrast, the percentage change in non-career employees shows greater variance over time. The number of non-career employees declined between FY2008 and FY2010, before beginning to increase again in FY2011. There is a discernible uptick between FY2011 and FY2012—the percentage change in non-career employees increased from 1.05% in FY2011 to a 13.38% in FY2012.

Figure 4 shows the USPS workforce by state.

Figure 4. U.S. Postal Service Workforce by State

As of December 2012



Source: CRS analysis of data provided by the U.S. Postal Service.

USPS Workforce Size: Recent Developments

In recent years, the USPS has experienced significant financial challenges. After running modest profits from FY2004 through FY2006, the USPS lost \$41.1 billion between FY2007 and FY2012.

Were it not for congressional action, the USPS would have lost an additional \$4.0 billion.¹⁴ As USPS's finances have deteriorated, its ability to absorb operating losses has been diminished. Between FY2005 and FY2012, USPS's debt rose from \$0 to \$15 billion. The Government Accountability Office (GAO) added the USPS's financial condition "to the list of high-risk areas needing attention by the Congress and the executive branch."¹⁵

Among the causes for the USPS's financial downturn is the large drop in mail volume. Since FY2007, the number of mail pieces delivered per year fell from 212 billion to 158 billion.¹⁶ As a result, operating revenues were nearly \$7 billion lower in FY2012 (\$65.2 billion) than in FY2007 (\$72 billion).¹⁷

The USPS's challenging financial circumstances have prompted it to undertake cost-cutting measures, primarily through workforce reductions. USPS has reduced its workforce size through attrition and separation incentives to retire or resign.¹⁸ Since FY2007, there has been a reduction of 156,901 employees from USPS's workforce.¹⁹

The USPS has indicated that it intends to continue to reduce its workforce size. In its second quarter report for FY2012 released May 10, 2012, USPS stated:

We project that a further reduction from the current levels of the equivalent of 155,000 full-time career employees by 2016 will be necessary to properly align staffing levels with projected mail volume. It is expected that this will be achieved largely through attrition, as half of our career employees are eligible for retirement or early retirement.²⁰

The following is a list of the most recent USPS actions related to its attempts to further reduce the size of its workforce:

- On February 6, 2013, USPS announced it intended to cease delivering letter mail on Saturdays as of August 1, 2013. According to USPS, this change would eliminate the equivalent of 35,000 positions, including supervisors, though the city delivery category would realize the greatest impact.²¹
- During 2012, approximately 26,500 USPS postal clerks, mail truck drivers, and maintenance employees left their positions by accepting early retirement

¹⁴ U.S. Postal Service, *2012 Report on Form 10-K*, November 15, 2012, pp. 24 and 53, at <http://about.usps.com/who-we-are/financials/10k-reports/fy2012.pdf>; and CRS Report R41024, *The U.S. Postal Service's Financial Condition: Overview and Issues for Congress*, by Kevin R. Kosar.

¹⁵ Government Accountability Office, *Restructuring the U.S. Postal Service to Achieve Sustainable Financial Viability*, GAO-09-937SP, July 28, 2009, p. 1, at <http://www.gao.gov/press/d09937sp.pdf>.

¹⁶ U.S. Postal Service, *2012 Report on Form 10-K*, pp. 24-27.

¹⁷ *Ibid.*, p. 26; and CRS Report R41024, *The U.S. Postal Service's Financial Condition: Overview and Issues for Congress*, by Kevin R. Kosar.

¹⁸ U.S. Postal Service, *Quarter I, 2013 Report on Form 10-Q*, February 8, 2013, p. 32, at <http://about.usps.com/who-we-are/financials/financial-conditions-results-reports/fy2013-q1.pdf>.

¹⁹ U.S. Postal Service, *Annual Report to Congress and Comprehensive Statement on Postal Operations*.

²⁰ U.S. Postal Service, *Quarter II, 2012 Report on Form 10-Q*, May 10, 2012, p. 39, at <http://about.usps.com/who-we-are/financials/financial-conditions-results-reports/fy2012-q2.pdf>.

²¹ U.S. Postal Service, "Six-Day Package/Five-Day Mail Delivery, Background/Talking Points/FAQs," internal document, February 2013.

incentives.²² Under this program, an employee received a \$15,000 payment (less taxes and applicable deductions) if he or she resigned, retired, or retired pursuant to a Voluntary Early Retirement Authority (VERA).²³

- USPS offered voluntary retirement incentives to nearly 3,600 supervisory, professional, technical, clerical, administrative, and managerial personnel. As of late November 2012, less than 200 employees had accepted the offer to conclude their employment.²⁴
- In May 2012, USPS offered voluntary retirement incentives to 21,000 postmasters.²⁵ Postmasters had until June 22, 2012, to determine whether to accept the \$20,000 incentive to leave service. Approximately 4,275 postmasters accepted the offer.²⁶
- Also in May 2012, USPS and the National Postal Mail Handlers Union (NPMHU) agreed to “one-time” early retirement agreement. NPMHU members would receive \$15,000 to leave service.²⁷ About 45,000 NPMHU employees were eligible for the incentive.²⁸ As of November 2012, less than 3,000 had accepted the offer.²⁹

At the time of the writing of this report, the USPS had not stated whether it would utilize additional separation incentives to reduce its workforce.³⁰ However, further USPS workforce reductions would be required if the USPS wants to achieve its goal of 155,000 position reductions by 2016.³¹

²² Sean Reilly, “26,500 Postal Clerks, Drivers Take Buyout,” *Federal Times*, January 9, 2013, at <http://www.federaltimes.com/article/20130109/DEPARTMENTS02/301090003/26-500-postal-clerks-drivers-take-buyout>.

²³ U.S. Postal Service and the American Postal Workers Union, “Memorandum of Understanding Between the U.S. Postal Service and the American Postal Workers Union, re: One-time Retirement Incentive,” September 28, 2012, at <http://www.apwu.org/news/nsb/2012/nsb20-2012-Incentive-Agreement.pdf>.

²⁴ Sean Reilly, “Postal Service Gets Anemic Response to EAS Early Retirement Offer,” *Federal Times*, November 27, 2012, at <http://blogs.federaltimes.com/federal-times-blog/2012/11/27/postal-service-gets-anemic-response-to-eas-early-retirement-offer/>.

²⁵ Sean Reilly, “4,100 Postmasters Take Buyouts, Early Outs,” *Federal Times*, August 8, 2012, at <http://www.federaltimes.com/article/20120809/DEPARTMENTS02/308090002/4-100-postmasters-take-buyouts-early-outs>.

²⁶ U.S. Postal Service, *2012 Report on Form 10-K*, p. 49.

²⁷ U.S. Postal Service and the National Postal Mail Handlers Union, “Memorandum of Understanding Between the United States Postal Service and the National Postal Mail Handlers Union: One-time Retirement Incentive,” May 22, 2012, at <http://www.npmhu.org/media/news/body/Signed-VERA-MOU-05222012.pdf>.

²⁸ Sean Reilly, “Postal Service Offers Buyouts to 45,000 Employees,” *Federal Times*, May 25, 2012, at <http://www.federaltimes.com/apps/pbcs.dll/article?AID=2012305250002>.

²⁹ U.S. Postal Service, *2012 Report on Form 10-K*, p. 49.

³⁰ The Postmaster General made no mention of additional retirement offers in his recent congressional testimony, though he stated that USPS’s goal is to reduce its career workforce to 400,000 employees through attrition. See Patrick R. Donahoe, Postmaster General, U.S. Postal Service, U.S. Congress, Senate Homeland Security and Governmental Affairs Committee, *Solutions to the Crisis Facing the U.S. Postal Service*, hearing, 113th Cong., 1st sess., February 13, 2013, p. 3, at <http://www.hsgac.senate.gov/download/?id=1965eb5f-4867-4e8c-9749-01b6d65fc2a6>.

³¹ U.S. Postal Service, *Quarter II, 2012 Report on Form 10-Q*, p. 39.

Appendix. Brief Descriptions of USPS Employment Categories³²

Career Employees

Headquarters: Includes persons who work in a variety of capacities at the two central offices of the U.S. Postal Service, which are located in Washington, DC, and Rosslyn, VA.

Headquarters—Related Field Units: Includes persons in offices administered from USPS's headquarters, but who are located elsewhere.

Inspection Service—Field: Includes persons who work for the Postal Inspection Service, which protects USPS property and employees and investigates alleged misuse of the mails for criminal purposes.

Inspector General: Includes persons who work for the USPS Office of Inspector General, which audits and investigates USPS activities.

Area Offices Personnel: Includes persons who work in the USPS administrative units that oversee postal operations in USPS's nine geographic areas throughout the United States.

Regional Offices: Included persons in the administrative unit that oversaw USPS operations within geographic regions. Regional offices were replaced with area offices.

Postmasters/Installation Heads: Includes persons who serve as managers of retail postal facilities.

Supervisors/Managers: Includes persons who supervise other persons or who manage programs or processes.

Professional Administrative and Technical Personnel: Includes persons performing administrative assistance and technical support duties.

Clerks: Includes persons who work directly with the public in USPS retail facilities and who manually sort mail.

Nurses: Includes persons who work in USPS medical units and attend to injured employees.

Mail Handlers: Includes persons who move mail containers in mail processing centers.

City Delivery Carriers: Includes persons who deliver mail in urban and non-rural areas.

Motor Vehicle Operators: Includes persons who drive mail trucks.

³² Unless otherwise noted, these employment categories are those used by USPS in its *Annual Report* and were composed by the author of this report in consultation with USPS.

Rural Delivery Carriers—Full-time: Includes persons who deliver mail in non-urban areas.

Special Delivery Messengers: Discontinued position that employed persons to make deliveries that required expedited delivery.

Building and Equipment Maintenance Personnel: Includes persons who maintain and repair USPS facilities.

Vehicle Maintenance Personnel: Includes persons who perform preventive maintenance and repair of USPS vehicles.

Non-Career Employees

Casuals: Includes persons hired temporarily to assist USPS career employees in mail processing facilities.

Postal Support Employees: Time-limited position created in 2011 that provides the USPS with flexibility in the hiring within the clerk craft and the maintenance and motor vehicle craft. Pursuant to a bargaining agreement, Postal Support Employees are entitled to certain employees benefits such as raises, health benefits, and leave.³³

Non-bargaining Temporary: Includes persons hired temporarily to perform administrative duties in USPS offices.

Rural Subs/RCA/RCR/AUX: Includes rural substitute carriers, rural carrier associates, rural carrier relief carriers, and auxiliary carriers, all of whom provide temporary assistance to USPS in the delivery of mail in non-urban areas.

Postmaster Relief/Leave Replacements: Includes persons who serve temporarily as managers of retail postal facilities.

Transitional Employees: Includes persons who staff USPS's Remote Encoding Centers (RECs), which provide assistance concerning mail processing machines.³⁴

³³ The definition for Postal Support Employees was created by CRS using U.S. Postal Service, "Postal Service Establishes New Position," press release, June 8, 2011, at http://about.usps.com/news/state-releases/fl/2011/fl_2011_0610.htm.

³⁴ If a mail processing machine cannot read an address, it makes an electronic image of the mail piece and transmits the image to a computer at an REC. There an employee attempts to determine the correct address for the mail piece so that it may be reentered into the mail processing stream.

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