

# MPFR Data Entry Page

## 1. "Transfer From" Facility Information

**Type of Distribution Consolidated:** Originating  
**Facility Name & Type:** El Paso TX P&DC  
**Street Address:** 8401 Boeing Dr  
**City:** El Paso  
**State:** TX  
**5D Facility ZIP Code:** 79910  
**Retail & Delivery District:** Texas 3  
**Retail & Delivery Area:** Southern  
**Finance Number:** [REDACTED]  
**Current 3D ZIP Code(s):** 798-799, 880, 883, 885  
**Miles to "Transfer To" Facility:** 274  
**Processing Region:** Western  
**Processing Division:** Southwest  
**Postmaster or Plant Manager:** Martin Fierro  
**Sr. Division Director:** Larry Wagener

## 2. "Transfer To" Facility Information

**Facility Name & Type:** Albuquerque NM P&DC  
**Street Address:** 1135 Broadway Blvd NE  
**City:** Albuquerque  
**State:** NM  
**5D Facility ZIP Code:** 87101  
**Retail & Delivery District:** AZ-NM  
**Retail & Delivery Area:** WESTPAC  
**Finance Number:** [REDACTED]  
**Current 3D ZIP Code(s):** 813, 865, 870-871, 873-879, 884  
**Processing Region:** Western  
**Processing Division:** Western  
**Plant Manager:** Dennell Maestas  
**Sr. Division Director:** Felipe Flores

## 3. Background Information

**Start of Study:** Oct-25-2023  
**Date Range of Data:** Oct-01-2022                      Sep-30-2023  
**Bargaining Unit Hours per Year:** 1750  
**EAS Hours per Year:** 1840

## 4. Other Information

**Regional Vice President:** John Di Peri  
**Vice President, Proc & Maint Ops:** Dane Coleman  
**Division Coordinator:** [REDACTED]  
**HQ MPFR Coordinator:** [REDACTED]

# MPFR Approval Signatures

**Transfer From Facility Name and Type:** El Paso TX P&DC  
**Facility ZIP Code:** 79910  
**Finance Number:** [REDACTED]  
**Current SCF ZIP Code(s):** 798-799, 880, 883, 885

**Type of Distribution Consolidated:** Originating

**Transfer To Facility Name and Type:** Albuquerque NM P&DC  
**Facility ZIP Code:** 87101  
**Finance Number:** [REDACTED]  
**Current SCF ZIP Code(s):** 813, 865, 870-871, 873-879, 884

ACKNOWLEDGEMENT OF ACCOUNTABILITY - I acknowledge that I am accountable for respecting and supporting the integrity of all official postal reporting systems, including financial reports and those relating to compliance with contracting, complement, or similar efforts involving the investment and expenditure of funds, as well as all systems to service to our customers.

**TRANSFER FROM FACILITY:**

**Postmaster or Plant Manager:**

**Martin Fierro**

Printed Name

E-SIGNED by Martin.D Fierro  
on 2024-01-03 21:10:55 GMT

Signature

Date

**Sr. Division Director:**

**Larry Wagener**

Printed Name

E-SIGNED by Larry.R Wagener  
on 2024-01-03 21:18:41 GMT

Signature

Date

**TRANSFER TO FACILITY:**

**Plant Manager:**

**Dennell Maestas**

Printed Name

E-SIGNED by Dennell M Maestas  
on 2024-01-03 21:11:44 GMT

Signature

Date

**Sr. Division Director:**

**Felipe Flores**

Printed Name

E-SIGNED by Felipe Flores  
on 2024-01-16 21:12:14 GMT

Signature

Date

**REGION:**

**Regional Vice President:**

**John Di Peri**

Printed Name

E-SIGNED by JOHN.J DIPERI  
on 2024-02-26 17:49:32 EST

Signature

Date

**HEADQUARTERS:**

**Vice President, Proc & Maint Ops:**

**Dane Coleman**

Printed Name

E-SIGNED by DANE.A COLEMAN  
on 2024-02-29 18:23:36 EST

Signature

Date

**Comments:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# Executive Summary

**Transfer From Facility Name and Type:** El Paso TX P&DC

**Street Address:** 8401 Boeing Dr

**City, State:** El Paso, TX

**Current 3D ZIP Code(s):** 798-799, 880, 883, 885

**Type of Distribution to Consolidate:** Originating

**Miles between facilities:** 274

**Transfer To Facility Name and Type:** Albuquerque NM P&DC

**Current 3D ZIP Code(s):** 813, 865, 870-871, 873-879, 884

## Summary of MPFR Analysis

### Savings / Costs

Mail Processing Craft Workhour Savings =	<u>\$420K - \$550K</u>	From Processing Tab
Management Workhour Savings =	<u>\$170K - \$230K</u>	From Management Complement Tab
Transportation Savings =	<u>\$1.9M - \$2.6M</u>	From Logistics Tab
Maintenance Savings =	<u>\$380K - \$500K</u>	From Site A Maintenance Tab
Space Savings =	<u>\$0</u>	
<b>Total Annual Savings =</b>	<b><u>\$2.9M - \$3.8M</u></b>	
<b>Total One-Time Costs =</b>	<b><u>\$0</u></b>	From One-Time Costs Tab
<b>Total First Year Savings =</b>	<b><u>\$2.9M - \$3.8M</u></b>	

### Staffing Positions

Net Craft Position Loss =	<u>12</u>	From Craft Complement Tab
Net Management Position Loss =	<u>2</u>	From Management Complement Tab

### Service Standard Impacts

There will be no changes to Service Standards due to this MPFR.

There will be an expected 1765 Origin/Destinating Pairs that will receive service performance upgrades and no service performance downgrades.

## **Background**

The EL Paso TX P&DC is a postal owned facility that processes originating and destinating volumes for the service area of SCF 798,799,880,883,885. The EL Paso TX facility is 227,088 square feet. The EL Paso TX facility is located 274 miles from the Albuquerque NM P&DC, approximately 5 hours via interstate highway. The Mail Processing Facility Review (MPFR) proposal to move originating mail from EL Paso TX P&DC to Albuquerque NM P&DC was announced on 10/25/2023 under the Delivering for America plan, which includes strategies for the development of a mail processing network that enables more precise, efficient, and reliable service. By using best-in-class logistics practices, the Postal Service is driving efficiency and service performance improvement to fuel revenue growth and customer retention.

## **Facility Future**

The EL Paso TX facility is not closing and will remain open and be modernized as a Local Processing Center.

## **Customer Service Impacts**

Retail and business mail acceptance services currently provided at the EL Paso TX facility would not change due to the MPFR implementation. A local postmark is still available at the retail service counter. The co-located Post Office is the nearest retail services location with services expected to remain unchanged.

There are no changes to collection box times.

## **Service Standard Impacts**

There will be no changes to Service Standards due to this MPFR. There will be an expected 1765 Origin/Destinating Pairs that will receive service performance upgrades and no service performance downgrades.

## **Local Workforce Impact**

There will be no career layoffs as part of this initiative. The Postal Service is a responsible employer and will be working closely with the unions and management associations to work through this initiative. The Postal Service will follow requirements of the collective bargaining agreements where they apply and all applicable postal policies.

## **Financial Summary**

The annual baseline for the MPFR study represents the period of October 1, 2022, through September 30, 2023.

The MPFR shows an estimated annual savings between \$2,900,000 to \$3,800,000.

<b>Savings / Costs</b>			
Mail Processing Craft Workhour Savings	=	\$420K - \$550K	From Processing Tab
Management Workhour Savings	=	\$170K - \$230K	From Management Complement Tab
Transportation Savings	=	\$1.9M - \$2.6M	From Logistics Tab
Maintenance Savings	=	\$380K - \$500K	From Site A Maintenance Tab
Space Savings	=	\$0	
<b>Total Annual Savings</b>	=	<b>\$2.9M - \$3.8M</b>	
<b>Total One-Time Costs</b>	=	<b>\$0</b>	From One-Time Costs Tab
<b>Total First Year Savings</b>	=	<b>\$2.9M - \$3.8M</b>	

### Mail Processing Employee Impacts

The EL Paso P&DC MPFR identified a net reduction of 7 craft positions.

<b>Net Craft Staffing Impacts - Both Sites</b>											
EL Paso P&DC				Albuquerque P&DC				Net Impacts			
Processing	Maint	Logistics	Total	Processing	Maint	Logistics	Total	Net Proc.	Net Maint	Net Logistics	Net Total
-44	-5	0	-49	37	0	0	37	-7	-5	0	-12

<b>Net Management Impacts</b>											
EL Paso P&DC				Albuquerque P&DC				Net Impacts			
Processing	Maint	Logistics	Total	Processing	Maint	Logistics	Total	Net Proc	Net Maint	Logistics	Net Total
-2	-1	0	-3	1	0	0	1	-1	-1	0	-2

### Maintenance

The MPFR is projecting an annual maintenance savings between \$380,000 to \$500,000 due to supporting different equipment sets. The MPFR identified a reduction of 5 craft positions.

### Transportation

The MPFR shows an annual savings between \$1,900,000 to \$2,600,000 due to modifying and eliminating existing HCR service, as well as adding PVS transportation of originating mail to and from EL Paso TX P&DC and Albuquerque NM P&DC. The MPFR has identified no staffing impacts at this time.

### Space Impacts and One-Time Costs

There is no proposed one-time cost due to equipment relocation costs for this MPFR. Any space in EL Paso TX P&DC made available due to the transfer of operations to the Albuquerque NM P&DC would be evaluated for future utilization.

## **Conclusion**

The EL Paso TX P&DC to Albuquerque NM P&DC MPFR projects a first-year savings between \$2,900,000 to \$3,800,000. The projected total annual savings is between \$2,900,000 to \$3,800,000.

The EL Paso TX facility will remain open and be modernized as a Local Processing Center. There will be no career layoffs as part of this initiative.

This go-forward plan for the EL Paso TX facility will help USPS achieve the core goals of our Delivering for America plan: financial sustainability for our organization and improved service reliability for our customers.

# Map of Service Areas



798-799, 880, 883, 885 El Paso  
813, 865, 870-871, 873-879, 884 Albuquerque

## Craft Complement

### Career Impacts by Craft - EL Paso Only

Processing (F1) Clerks			Processing (F1) Mail Handlers			Other Career Craft		Total
Clerk Impact	PSEs On-Rolls	Career Clerk (Clerk - PSEs)	Mailhandler Impact	MHAs On-Rolls	Career Mailhandler (MH - MHAs)	Maint Impact	Logistics Impact	All Craft Impacts
-29	12	-17	-5	9	0	-5	0	-22

This is only the impact to the EL Paso facility

Clerk & Mailhandler reductions are a fluid number based on flexible workforce staffing (pre-career) upon implementation

### Net Craft Staffing Impacts - Both Sites

EL Paso P&DC				Albuquerque P&DC				Net Impacts			
Processing	Maint	Logistics	Total	Processing	Maint	Logistics	Total	Net Proc.	Net Maint	Net Logistics	Net Total
-44	-5	0	-49	37	0	0	37	-7	-5	0	-12

This impact takes both sites into account and reflects the Organizational impact.

This is used to determine the F1 Savings in the MPFR workbook.

Net MPFR Impacts	
F1 Mail Proc.	-7
F3A Logistics	0
F3B Maint.	-5
<b>Total</b>	<b>-12</b>



**Management Complement**

<b>Management Impacts - EL Paso Only</b>			
<b>EL Paso P&amp;DC</b>			
Processing	Maintenance	Logistics	Total
-2	-1	0	-3

This is only the impact to the EL Paso facility

<b>Net Management Impacts</b>											
<b>EL Paso P&amp;DC</b>				<b>Albuquerque P&amp;DC</b>				<b>Net Impacts</b>			
Processing	Maint	Logistics	Total	Processing	Maint	Logistics	Total	Net Proc	Net Maint	Logistics	Net Total
-2	-1	0	-3	1	0	0	1	-1	-1	0	-2

This impact takes both sites into account and reflects the Organizational impact.

This is used to determine the F1 Savings in the MPFR workbook.

**Summary for Workbook**

	<b>Net Management Impacts</b>	<b>Management Savings \$</b>
F1 Proc.	-1	
F3A Logistics	0	
F3B Maint.	-1	
<b>Total</b>	<b>-2</b>	
Estimated Savings Range		<b>\$170K - \$230K</b>

<b>Function</b>	<b>Hourly Rate</b>
F0	
F1	
F3B	

<b>OM to Payroll Staffing Condition Report</b>						
Run Date: 11/17/2023						
<b>SAP Organizational Management Data</b>			<b>Payroll Form 50 Data</b>			
Occupation Series/Code	Title	Total Authorized	On Rolls Count	Variance On Rolls - Authorized	Func	LDC
482847	EL PASO TX P&DC					
23020039	PLANT MANAGER	1	1	0	8	80
23550020	MGR MAINTENANCE	1	1	0	3B	35
8960028	INDUSTRIAL ENGINEER (PROCESSING)	1	0	-1	0	3
23157143	MGR PROCESSING SUPPORT	1	1	0	0	1
23157141	MGR DISTRIBUTION OPERATIONS	1	1	0	1	10
23150067	MGR DISTRIBUTION OPERATIONS	2	2	0	1	10
23550021	MGR MAINTENANCE SUPPORT	1	1	0	3B	35
8960019	INDUSTRIAL ENGN TRAINEE (LVL-01)	0	1	1	0	3
23150106	PROCESSING SUPPORT SPECIALIST	2	2	0	0	3
23150066	SUPV DISTRIBUTION OPERATIONS	4	5	1	1	10
23550010	SUPV MAINTENANCE OPERATIONS	4	4	0	3B	35
3180007	ADMINISTRATIVE ASSISTANT (FLD)	1	1	0	8	82
<b>Cost Center</b>	<b>Total</b>	<b>19</b>	<b>20</b>	<b>1</b>		

## Service Standard Impacts

Notes: There will be no changes to Service Standards due to this MPFR.

There will be an expected 1765 Origin/Destinating Pairs that will receive service performance upgrades and no service performance downgrades.

	Upgrades	Downgrades
GAL	610	0
FCM	365	0
MKT	60	0
PER	60	0
PKG	60	0
GAH	610	0
<b>Total</b>	<b>1765</b>	<b>0</b>

# MPE Inventory

Transfer from Facility: El Paso TX P&DC Transfer To Facility: Albuquerque NM P&DC

Data Extraction Date: 11/10/23

Equipment Type	(1) Current Number	(2) Proposed Number	(3) Difference		Equipment Type	(4) Current Number	(5) Proposed Number	(6) Difference	(7) Excess Equipment	(8) Relocation Costs
ADUS			0		ADUS	1	1	0	0	
AFCS	1	0	(1)		AFCS			0	1	
AFCS 200	1	0	(1)		AFCS 200	3	3	0	1	
AFSM100	1	1	0		AFSM100	2	2	0	0	
APBS	1	1	0		APBS			0	0	
APPS			0		APPS	1	1	0	0	
CIOSS	1	1	0		CIOSS	2	2	0	0	
DBCS	7	7	0		DBCS	10	10	0	0	
DIOSS	1	0	(1)		DIOSS	3	3	0	1	
HOPS			0		HOPS			0	0	
HSTS			0		HSTS			0	0	
HSUS			0		HSUS			0	0	
LCREM	1	1	0		LCREM	1	1	0	0	
LCTS	1	1	0		LCTS	2	2	0	0	
LCUS	1	1	0		LCUS	1	1	0	0	
PSM			0		PSM			0	0	
RCS			0		RCS			0	0	
S PS	1	1	0		SIPS			0	0	
SPSS			0		SPSS			0	0	
USS			0		USS			0	0	
PIV			0		PIV			0	0	
(enter as needed)			0		MaRS			0	0	
(enter as needed)			0		FRS			0	0	

\$0

**Mail Processing Equipment Relocation Costs:**                     \$0                     (This number is carried forward to One-Time Costs)

(9) Notes: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

## Customer Service Analysis

**Transfer From Facility:** El Paso TX P&DC

**Current 3-Digit ZIP Code(s):** 798-799, 880, 883, 885  
**Data Extraction Date:** 10/26/23

1. Collection Points	3-Digit ZIP Code: 798-799		3-Digit ZIP Code: 880		3-Digit ZIP Code: 883		3-Digit ZIP Code:	
	Current		Current		Current		Current	
	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.
Number picked up before 1 p.m.	36	73	41	110	25	89		
Number picked up between 1-5 p.m.	115	86	117	51	94	16		
Number picked up after 5 p.m.	81	19	26		12	7		
Total Number of Collection Points	232	178	184	161	131	112		

2. How many collection boxes are designated for "local delivery"? 0

3. How many "local delivery" boxes will be removed as a result of MPFR? 0

**4. Delivery Performance Report**

Quarter/FY	Percent
QTR1/FY23	45.6%
QTR2/FY23	37.6%
QTR3/FY23	38.2%
QTR4/FY23	37.2%

% Carriers returning after 1700

**5. Retail Unit Inside Transfer From Facility (Window Service Times)**

	Current		Proposed	
	Start	End	Start	End
Monday	8:00	18:30	8:00	18:30
Tuesday	8:00	18:30	8:00	18:30
Wednesday	8:00	18:30	8:00	18:30
Thursday	8:00	18:30	8:00	18:30
Friday	8:00	18:30	8:00	18:30
Saturday	9:00	16:00	9:00	16:00

**6. Business (Bulk) Mail Acceptance Hours**

	Current		Proposed	
	Start	End	Start	End
Monday	8:00	17:00	8:00	17:00
Tuesday	8:00	17:00	8:00	17:00
Wednesday	8:00	17:00	8:00	17:00
Thursday	8:00	17:00	8:00	17:00
Friday	8:00	17:00	8:00	17:00
Saturday	Closed	Closed	Closed	Closed

7. Can customers obtain a local postmark in accordance with applicable policies in the *Postal Operations Manual*? Yes

8. Notes: \_\_\_\_\_  
 \_\_\_\_\_

**Transfer To Facility:** Albuquerque NM P&DC

9. What postmark will be printed on collection mail?  
 Line 1 \_\_\_\_\_  
 Line 2 \_\_\_\_\_

# One-Time Costs

MPE Relocation Costs

Building Modifications

Prep on Workroom Floor

Employee Relocation

Total \$0

Estimated One-Time Cost

**EL PASO TX P&DC**

FY23 YTD workhour rate \$ 47.62

Mail Mix	Current Facility Workload Content	Current Facility Workhours	Current Facility FTEs
Letters			56
Flats			14
Packages			51
Other			47
<b>Grand Total</b>			<b>168</b>

Mail Mix	Future Workload Content @ Current Facility	Current Workhours Used for Remaining Volume	Current Efficiency Index (EI) for Remaining Volume	Current FTEs for Remaining Volume
Letters			9,231	47
Flats			6,689	10
Packages			6,229	31
Other			495	35
<b>Grand Total</b>				<b>123</b>

Current On Rolls 161  
Impact (38)

Mail Mix	Volume Moving	Current Workhours for Volume Moving	Current Efficiency Index (EI) for Volume Moving	Current FTEs for Volume Moving	15% EI Imp. @ Transfer To Facility	Volume Moving @ 15% EI WH Imp. = Future Workhours @ Transfer To Facility	FTEs @ 15% EI Imp. @ Transfer To Facility	New Facility Change	\$ Savings
Letters			6,543	8	7,525		7	(1)	\$ 99,041
Flats			3,522	4	4,050		3	(1)	\$ 99,041
Packages			4,848	20	5,576		17	(3)	\$ 297,124
Other			370	12	426		10	(2)	\$ 198,083
<b>Grand Total</b>				<b>44</b>			<b>38</b>	<b>(7)</b>	<b>\$ 693,289</b>

ed Savings Range **\$420K - \$550K**

Major MPE Equipment List		
Equipment	Current Co	Future Count
AFCS200	1	0
AFSM100AFSM100	1	1
APBS	1	1
ASD_DA	2	2
ATU	1	1
BDS	1	0
CISS	1	1
CONTLCONTU	3	3
DBCS	7	7
DIOSS	1	0
FRESFRES	1	1
HDUMP	2	2
JCAFSM	1	
LAN	1	1
LCREM	1	1
LCTSLCTSLCTS	1	1
LCUS	1	1
LMS	1	
MSHYB	12	12
VFS	2	

Current eWHEP Authorized						
SITE	LDC 35	LDC 36	LDC 37	LDC 38	LDC 39	Grand Total
EL PASO TX P&DC	6	26	4	24	2	62

Current Cost						
SITE	LDC 35	LDC 36	LDC 37	LDC 38	LDC 39	Grand Total
EL PASO TX P&DC	\$905,509	\$3,260,822	\$506,087	\$2,411,757	\$226,512	\$7,310,687

Total Maintenance Craft x 1783 Hrs x LDC Labor Rate	\$6,405,178
Total Maintenance EAS x 1799 Hrs x LDC Labor Rate	\$905,509
<b>Total Annual Cost</b>	<b>\$7,310,687</b>

LDC	Current Work Hrs	Future Work Hrs	Work Hrs Reduction	FTE Reduction	Estimated Savings
35			-1799	-1	(\$150,918)
36			-8915	-5	(\$627,081)
37			0	0	\$0
38			0	0	\$0
39			0	0	\$0
Grand Total			-10714	-6	(\$777,999)

Future						
SITE	LDC 35	LDC 36	LDC 37	LDC 38	LDC 39	Grand Total
EL PASO TX P&DC	5	21	4	24	2	56

Future Cost						
EL PASO TX P&DC	\$754,591	\$2,633,741	\$506,087	\$2,411,757	\$226,512	\$6,532,687

Total Maintenance Craft x 1783 Hrs x LDC Labor Rate	\$5,778,097
Total Maintenance EAS x 1799 Hrs x LDC Labor Rate	\$754,591
<b>Total Annual Cost</b>	<b>\$6,532,687</b>

Savings		Parts	Total Maint
Maintenance Craft Work Hour Savings	\$627,081		
Maintenance EAS Work Hour Savings	\$150,918		
Total Annual Savings	\$777,999	\$	\$627,081
<b>Total Employee Reduction</b>	<b>-5</b>	Estimated Savings Range	\$380K - \$500K
Craft \$\$\$/FTE	(\$155,599.84)		

Note: Calculation include projected Operational Maintenance hours, 2A - Miscellaneous Equipment hours, 2C - Additional Requirements hours, and LDC 36 FMO hours.

IV. Productive Workyear Factors.

Productive workyear factors are for use in all decision analysis reports and contracting out versus in-house service analyses. These factors represent the number of workhours in a workyear and are used in conjunction with the local workhour rates (which include compensation and benefits) in order to determine the cost per workyear.

Bargaining	Supervisor
1,783 hours	1,799 hours

For productive workyear factors for specific types and levels of employees, please refer to the Workhour Rates Memo. The rates provided in the memo are fully loaded and include fringe benefits, servicewide costs, and applicable lump sum payments.

The site where the latest Workhour Rates Memo is located can be accessed using the following link: <https://blue.usps.gov/cape/page2.htm>

LDC Code	Work Hour Rate
35	
36	
37	
38	
39	

LOGISTCIS

Route	Current Annual Mileage	Annual Mileage Change	RPM	Current Annual Cost	Proposed Annual Cost	Annual Cost Change
75115 HCR						\$0.00
751NE HCR						\$0.00
753BE HCR						(\$576,094.73)
753U1 HCR						(\$965,733.56)
780M4 HCR						(\$603,102.68)
798L4 HCR						(\$504,120.93)
87011 HCR						\$795,410.91
913L9 HCR						(\$1,394,263.73)
<b>Grand Total</b>						<b>(\$3,247,904.73)</b>

Estimated Savings Range	<b>\$1.9M - \$2.6M</b>
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0	Net Craft Impacts
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