

American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Debby Szeredy
Executive Vice President

December 18, 2014

202-842-4250 (Office)
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To: Debby Szeredy

From: Debby Szeredy, Executive Vice President

**Subject: Second and Final Post Implementation Review for the
Oshkosh, WI P&DF AMP (Unredacted & Redacted)
Notification #: GCCG20140877**

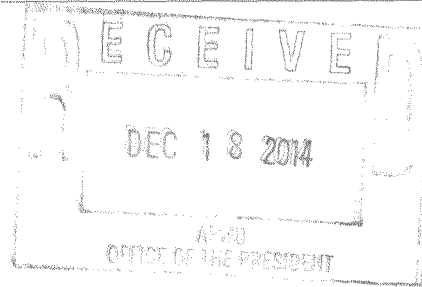
Please find attached a copy of a letter dated, December 12, 2014 from Patrick Devine, Manager Contract Administration (APWU), regarding the above reference matter.

You are designated as the APWU contact person in this matter. Contact the USPS representative, Rickey Dean at extension 7412, as soon as possible for discussion, if appropriate. Please provide notification of your review to me by January 7, 2015.

Please note: Your secretary should update the Notification Tracking Module in Step 4 CAS as necessary.

cc: Debby Szeredy
Steve Raymer
Michael Foster
Clint Burelson
Tony McKinnon
Sharyn Stone

DS:yc
opeiu #2
afl-cio



December 12, 2014

Mr. Mark Dimondstein
President
American Postal Workers
Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

**Certified Mail Tracking Number:
7013 3020 0002 3617 1237**

Dear Mark:

As information, enclosed is a copy of the second and final Post Implementation Review (PIR) for the Oshkosh, Wisconsin Processing and Distribution Facility (P&DF) Area Mail Processing (AMP).

In accordance with the Non-Disclosure Agreement dated February 11, 2013, the Postal Service is providing both redacted and un-redacted copies of the PIR.

If there are any questions, please contact Rickey Dean at extension 7412.

Sincerely,

A handwritten signature in cursive script, appearing to read "Patrick M. Devine".

Patrick M. Devine
Manager
Contract Administration (APWU)

Enclosures

----- PIR Data Entry Page -----

1. Losing Facility Information

Type of Distribution Consolidated: Destinating
Facility Name & Type: Oshkosh P&DF
Street Address: 1025 W 20th Ave
City: Oshkosh
State: WI
5D Facility ZIP Code: 54902
District: Lakeland
Area: Great Lakes
Finance Number: 566285
Current 3D ZIP Code(s): 549
Miles to Gaining Facility: 84.5
EXFC office: Yes
Plant Manager: Jeffrey S. Grendziak
Senior Plant Manager: Robert G. Prah
District Manager: Steven E. Wenzel

2. Gaining Facility Information

Facility Name & Type: Milwaukee P&DC
Street Address: 345 W Saint Paul Ave
City: Milwaukee
State: WI
5D Facility ZIP Code: 53203
District: Lakeland
Area: Great Lakes
Finance Number: 565481
Current 3D ZIP Code(s): 530-532, 534
EXFC office: Yes
Plant Manager: Robert G. Prah
Senior Plant Manager: Robert G. Prah
District Manager: Steven E. Wenzel

3. Background Information

Approval Date: July 11, 2013
Implementation Date: Oct-01-2013
PIR Type: Final PIR
Date Range of Data: Oct-01-2013 : Sep-30-2014
Processing Days per Year: 310
Bargaining Unit Hours per Year: 1,753
EAS Hours per Year: 1,828
Date of DAR Factors/Cost of Borrowing/
New Facility Start-up Costs Update November 1, 2012

Date & Time this workbook was last saved:

11-25-2014 12:53

4. Other Information

Area Vice President: Jacqueline Krage Strako
Vice President, Network Operations: David E Williams
Area AMP Coordinator: Nancy Schoenbeck / Stefanie Cherry
NAI Contact: Barbara Brewington

Approval Signatures

Losing Facility Name and Type: Oshkosh P&DF

Facility ZIP Code: 54902

Finance Number: 566285

Current SCF ZIP Code(s): 549

Type of Distribution Consolidated: Destinating

Gaining Facility Name and Type: Milwaukee P&DC

Facility ZIP Code: 53203

Finance Number: 565481

Current SCF ZIP Code(s): 530-532, 534

Implementation Date: 10/01/13

PIR Type: Final PIR

Date Range of Data: Oct-01-2013 to Sep-30-2014

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.

LOSING FACILITY:

Plant Manager:

Jeffrey S. Grendziak

Printed Name

 Signature

10/29/14
Date

Senior Plant Manager:

Robert G. Pahl

Printed Name

 Signature

10/28/2014
Date

District Manager:

Steven E. Wenzel

Printed Name

 Signature

10/28/14
Date

GAINING FACILITY:

Plant Manager:

Robert G. Pahl

Printed Name

 Signature

10/28/2014
Date

Senior Plant Manager:

Robert G. Pahl

Printed Name

 Signature

10/28/2014
Date

District Manager:

Steven E. Wenzel

Printed Name

 Signature

10/28/14
Date

AREA OFFICE:

Area Vice President:

Jacqueline Krage Strako

Printed Name

 Signature

11/4/14
Date

HEADQUARTERS:

Vice President, Network Operations:

David E Williams

Printed Name

 Signature

11-28-2014
Date

Comments:

PIR Approval Signatures

Executive Summary

PIR Type: Final PIR

Last Saved: November 25, 2014

Date Range of Data:

Oct-01-2013 - Sep-30-2014

Losing Facility Name and Type: Oshkosh P&DF
Street Address: 1025 W 20th Ave
City: Oshkosh
State: WI
Current SCF ZIP Code(s): 549
Type of Distribution Consolidated: Destinating
Gaining Facility Name and Type: Milwaukee P&DC
Street Address: 345 W Saint Paul Ave
City: Milwaukee
State: WI
Current SCF ZIP Code(s): 530-532, 534

Summary of Worksheets

Savings/Costs

	Final PIR vs Pre AMP	Final PIR vs Approved	
Function 1 Workhour Savings	\$4,499,429	\$2,189,849	from Workhour Costs - Combined
Non-Processing Craft Workhour Savings (less Maint/Trans)	\$98,935	(\$9,347)	from Other Curr vs Prop
PCES/EAS Workhour Savings	\$167,568	(\$48,705)	from Other Curr vs Prop
Transportation Savings	(\$1,491,365)	(\$1,445,937)	from Transportation HCR and Transportation PVS
Maintenance Savings	(\$599,657)	(\$1,151,300)	from Maintenance
Space Savings	\$0	\$0	from Space Evaluation and Other Costs
Total Annual Savings	\$2,674,909	(\$465,440)	
Total One-Time Costs	(\$1,303,000)	\$180,000	from Space Evaluation and Other Costs
Total First Year Savings	\$1,371,909	(\$285,440)	

Staffing

Craft Position Loss	140	94	from Staffing-Craft
PCES/EAS Position Loss	(2)	6	from Staffing-PCES/EAS

Service

	Losing Current Qtr	Gaining Current Qtr	
FCM Service Performance (EXFC & PFCM O/N)	97.18%	97.06%	from Service Performance & CSM
FCM Service Performance (EXFC & PFCM 2 Day)	96.29%	96.72%	from Service Performance & CSM
FCM Service Performance (EXFC & PFCM 3 Day)	94.38%	94.79%	from Service Performance & CSM
Customer Experience Measurement Overall Satisfaction Residential at PFC level	90.16%		from Service Performance & CSM
Customer Experience Measurement Overall Satisfaction Small Business at PFC level	86.07%		from Service Performance & CSM

Calculation References

Combined Losing and Gaining Facility Data:

	Pre AMP	Proposed	Final PIR
Function 1 Workhour Costs	\$62,557,940	\$60,248,360	\$58,058,511
Non-Processing Craft Workhour Costs (less Maintenance & Transportation)	\$2,027,857	\$1,919,575	\$1,928,923
PCES/EAS Workhour Costs	\$7,218,731	\$7,002,458	\$7,051,162
Transportation Costs	\$28,428,450	\$28,473,878	\$29,919,815
Maintenance Costs	\$18,634,475	\$18,082,832	\$19,234,132
Space Savings	\$0	\$0	\$0
Total Annual Cost	\$118,867,453	\$115,727,103	\$116,192,544
Total One-Time Costs	\$0	\$1,483,000	\$1,303,000
Total First Year Costs	\$118,867,453	\$117,210,103	\$117,495,544

Staffing

Craft Position Total On-Rolls	1,187	1,141	1,047
PCES/EAS Position Total On-Rolls	71	79	73

	Final PIR vs Pre-AMP	Final PIR vs Proposed (Approved) AMP	Approved AMP
Function 1 Workhour Savings	\$4,499,429	\$2,189,849	\$2,309,580
Non-Processing Craft Workhour Savings (less Maint/Trans)	\$98,935	(\$9,347)	\$108,282
PCES/EAS Workhour Savings	\$167,568	(\$48,705)	\$216,273
Transportation Savings	(\$1,491,365)	(\$1,445,937)	(\$45,428)
Maintenance Savings	(\$599,657)	(\$1,151,300)	\$551,643
Space Savings	\$0	\$0	\$0
Total Annual Savings	\$2,674,909	(\$465,440)	\$3,140,350
Total One-Time Costs	(\$1,303,000)	\$180,000	(\$1,483,000)
Total First Year Savings	\$1,371,909	(\$285,440)	\$1,657,350

Staffing

Craft Position Loss	140	94	46
PCES/EAS Position Loss	(2)	6	(8)

Summary Narrative

Last Saved: November 25, 2014

Losing Facility Name and Type: Oshkosh P&DF

Current SCF ZIP Code(s): 549

Type of Distribution Consolidated: Destinating

Gaining Facility Name and Type: Milwaukee P&DC

Current SCF ZIP Code(s): 530-532, 534

Background:

The Lakeland District, with assistance from the Great Lakes Area, has completed the final (twelve-month) Post Implementation Review (PIR) of the Oshkosh Processing and Distribution Facility (P&DF) Destinating Area Mail Processing (AMP) project. The final PIR shows a full year savings and determines whether or not the Postal Service increased efficiency by consolidating destinating mail processing operations from Oshkosh P&DF to the Milwaukee P&DC. The data for the final PIR period is October 31, 2013 through September 30, 2014.

As the Great Lakes Area Network Rationalization plan evolved, the Oshkosh P&DF mail volume was involved in multiple AMPs and operational moves.

- In March of 2011, an AMP proposal to consolidate originating and destinating Oshkosh volumes (SCF 549) into Green Bay P&DC was approved.
- In October of 2011, only the originating volumes were consolidated into Green Bay P&DC. Concurrently, a deviation request was submitted to modify the Oshkosh P&DF into Green Bay P&DC to an originating AMP only and to initiate a study to consolidate the destinating SCF 549 volume to the Milwaukee P&DC while maintaining Oshkosh P&DF as a parcel and bundle annex for northern Wisconsin and the Upper Peninsula of Michigan.
- The originating SCF 549 mail volume was redirected from Green Bay P&DC to the Milwaukee P&DC in July of 2013.

Oshkosh P&DF completed transfer of the destinating SCF 549 letter and flat volume to the Milwaukee P&DC in July of 2013.

The Oshkosh P&DF is a postal owned facility that currently processes destinating Priority operations for all of northern Wisconsin and the Upper Peninsula of Michigan and originating Priority volumes for the Oshkosh and Green Bay service areas. The facility also serves as a transportation and distribution hub and houses retail, a box section and BMEU.

Financial savings for the consolidation of the destinating SCF 549 Oshkosh P&DF volume to the Milwaukee P&DC are:

Financial Summary:

<u>Combined Losing and Gaining Facility Data:</u>	Pre AMP	Proposed	Final PIR
Function 1 Workhour Costs	\$62,557,940	\$60,248,360	\$58,058,511
Non-Processing Craft Workhour Costs (less Maintenance & Transportation)	\$2,027,857	\$1,919,575	\$1,928,923
PCES/EAS Workhour Costs	\$7,218,731	\$7,002,458	\$7,051,162
Transportation Costs	\$28,428,450	\$28,473,878	\$29,919,815
Maintenance Costs	\$18,634,475	\$18,082,832	\$19,234,132
Space Savings	\$0	\$0	\$0
Total Annual Cost	\$118,867,453	\$115,727,103	\$116,192,544
Total One-Time Costs	\$0	\$1,483,000	\$1,303,000
Total First Year Costs	\$118,867,453	\$117,210,103	\$117,495,544

	<u>Final PIR vs. Pre-AMP</u>	<u>Final PIR vs. Approved</u>
Total Annual Savings:	\$2,674,909	(\$465,440)
Total One-Time Costs:	(\$1,303,000)	\$180,000
Total First Year Savings:	\$1,371,909	(\$285,440)

The total first year savings of \$1,371,909 is less than the expected savings of \$1,657,350 for the AMP. However, the final PIR includes financial impacts outside the scope of the AMP which include:

- A \$1,939,334 Function 1 workhour cost associated with the new APBS parcel/bundle operation at the Oshkosh P&DF
- Maintenance costs associated with the retooling of the Oshkosh P&DF as a parcel/bundle facility of \$173,977.

Adjusting for the above impacts to the PIR results, which total \$2,113,311, the adjusted final PIR savings is \$3,485,220.

Customer Service Considerations:

Oshkosh P&DF overnight service performance initially fell after the consolidation. In an effort to improve performance, the Lakeland District adjusted the Oshkosh dispatches to better align with secondary flat and delivery point sequence (DPS) processing windows, reconfigures both the incoming and dispatch low cost tray sorters and refined dispatch discipline to avoid conflicts between outgoing and early Oshkosh DPS dispatches. Milwaukee's overnight service performance was consistent throughout the AMP process.

Both facilities showed drops in two and three day performance in 2014 quarters one and two. The primary cause of this was poor weather conditions. Service levels have improved in quarters three and four and are approaching or meeting pre-AMP levels.

Transportation Considerations:

The Oshkosh to Milwaukee package projected a transportation cost of \$45,428. The final PIR shows a cost of \$1,491,365 compared to pre-AMP levels.

The HCR pre-AMP and proposed annual mileage and costs were based on contract/plate data from the Transportation Contract Support System (TCSS). As a result, the actual contract costs – not the costs with fuel – were input for the PIR annual mileage and cost so that a valid comparison is made.

HCRs 530N0A and 530BKA were included in both the losing and gaining sites HCR calculations. To adjust for the duplicate routes, and not double the cost associated with these routes, pre-AMP data was input into the final PIR column for the losing site and the cost represented in the gaining site data.

Staffing Impacts:

The approved AMP identified a net craft decrease of 46 employees and an increase of eight EAS positions with the consolidation of the Oshkosh P&DF volume into the Milwaukee P&DC.

Complement data for the final PIR shows a reduction of 140 craft employees and an increase of two EAS positions. While the Oshkosh P&DF complement decreased by 21 craft employees compared to pre-AMP levels, complement exceeded the proposed by 41 craft employees. The original 49 proposed employees only supplied personnel to support transfer and distribution hub, box section and BMEU activities that were to remain in the Oshkosh P&DF post originating and destinating consolidation. The additional 41 employees, currently on-rolls, complete the parcel and bundle operations for the repurposed facility. These new APBS and manual Priority parcel operations at the Oshkosh P&DF, outside the scope of this AMP, added cost.

Milwaukee P&DC absorbed the additional volume and reduced craft staffing compared to pre-AMP levels. The facility productivity increased from approximately 66 percent pre-AMP to a 73.6% post-AMP on the BPI (Breakthrough Productivity Initiative) scale.

The staffing impacts and management-to-craft ratios for the consolidation of Oshkosh P&DF to Milwaukee P&DC are summarized below:

Management and Craft Staffing Impacts									
	Oshkosh P&DF				Milwaukee P&DC				Net Diff
	Pre-AMP On-Rolls	AMP Proposed	PIR On-Rolls	Difference to Pre-AMP	Pre-AMP On-Rolls	AMP Proposed	PIR On-Rolls	Difference to Pre-AMP	
Craft ¹	111	49	90	(21)	1,076	1,092	957	(119)	(140)
Management	8	4	6	(2)	63	75	67	4	2
Total	119	53	96	(23)	1,139	1,167	1,024	(115)	(138)

¹ Craft = Career + Non-career

Mail Processing Management to Craft Ratio				
Management to Craft Ratios	Pre-AMP		PIR	
	SDOs to Craft ₁ (1:25 target)	MDOs+SDOs to Craft ₁ (1:22 target)	SDOs to Craft ₁ (1:25 target)	MDOs+SDOs to Craft ₁ (1:22 target)
Oshkosh P&DF	1 : 44	1 : 29	1 : 32	1 : 21
Milwaukee P&DC	1 : 32	1 : 26	1 : 30	1 : 27

¹ Craft = Career + Non-career

Maintenance Impacts:

The AMP projected a net annual savings of \$551,643 in maintenance costs. The final PIR shows a cost of \$599,657 compared to pre-AMP levels.

The Oshkosh P&DF maintenance costs were expected to decrease by almost \$1M but instead increased by \$69,408 compared to pre-AMP levels. Much of this additional cost is a direct result of the retooling of the Oshkosh P&DF, as a parcel and bundle processing facility, and is outside the scope of the AMP. . The costs contain \$78,610 increase in the Maintenance Parts, Supplies and Facility Utilities category which includes emergency part orders, bin extensions and electrical for the new APBS machine. It also includes \$95,367 in LDC 36 costs for the acquisition of an APBS and staffing as per MMO-107-12.

Other LDC 36 and 37 costs were associated with the repurposing of the facility. An APBS relocation team was formed to manage the movement and installation of the new APBS and these workhours were charged to the Oshkosh plant. The Oshkosh maintenance staff was responsible for dismantling and shipping out 10 machines from their original fleet. Additionally, the Oshkosh maintenance department supported building modifications and architectural work by creating multiple temporary units to prevent interruption in mail processing during the transition. These costs were not accounted for when the proposed AMP numbers were submitted and explain the large gap between the expected savings and actual costs.

The Milwaukee P&DC also showed a \$451,639 increase in cost compared to pre-AMP levels. The majority of this cost is a result of the additional equipment added to the Milwaukee processing fleet as a direct result of the Oshkosh destinating mail consolidation. An additional four DBCS machines were added to support delivery point sequencing (DPS) of the Oshkosh volume.

Space Impacts and One Time Costs:

The AMP projected a one-time cost of \$1,483,000 for the consolidation of Oshkosh P&DF into Milwaukee P&DC and for the retooling of the Oshkosh facility. The final PIR shows a one-time cost of \$1,303,000.

Machine relocation costs contributed \$155,000 to the above total. The Milwaukee P&DC added four DBCS machines, at a cost of \$75,000, to its fleet to process the destinating Oshkosh letter volume. While the Oshkosh facility eliminated its letter processing equipment, as a result of the repurposing of the building, an APBS machines was added to the facility at a cost of \$80,000. The addition of the two LIPS machines to the Oshkosh facility – budgeted at \$80,000 – has not yet occurred.

Another \$1,148,000 was utilized to complete building/structural work and to remove or modify equipment at both the Oshkosh and Milwaukee facilities. Items completed include, but are not limited to, the following:

- LMS removal at Oshkosh P&DF
- Lift kit added to the APBS machine at the Oshkosh P&DF
- Electrical and HVAC added for the new Oshkosh P&DF equipment
- Relocation of two transformers and lighting relays to accommodate architectural work at the Oshkosh P&DF
- Demolition of the area directly below the mechanical penthouse in Oshkosh P&DF
- Removal of structural supports located in the center of the building; new supports designed and installed for the mezzanine above mail processing operations at Oshkosh P&DF
- Construction of new locker rooms and restrooms at the Oshkosh P&DF
- Redistribution of existing LAN connections; Installation of new LAN connections at the Oshkosh P&DF
- Demolition/removal of medical unit at the Milwaukee P&DC

Other Concurrent Initiatives:

Prior to and during the twelve months of the Oshkosh P&DF to Milwaukee P&DC final PIR, the losing and gaining sites engaged in other concurrent initiatives including:

- The Lakeland District serves as one of the pilots for the Headquarters' Load Leveling initiative
- Loose Mail System (LMS) replacement at the Milwaukee P&DC

Service Performance and Customer Satisfaction Measurement

Last Saved: November 25, 2014

PIR Type:
Implementation Date:

Final PIR
10/01/13

Losing Facility: Oshkosh P&DF
District: Lakeland

EXFC & PFCM O/D				
	Fiscal Quarter	Overnight Percentage	2 Day Percentage	3 Day Percentage
Before AMP	Q1 2013	94.98%	97.32%	97.32%
	Q2 2013	98.66%	97.60%	94.77%
	Q3 2013	97.58%	97.76%	95.02%
	Q4 2013	95.46%	98.07%	94.28%
After AMP	Q1 2014	95.57%	94.66%	88.16%
	Q2 2014	94.83%	94.05%	83.80%
	Q3 2014	96.55%	96.38%	91.32%
	Q4 2014	97.18%	96.29%	94.38%

Gaining Facility: Milwaukee P&DC
District: Lakeland

EXFC & PFCM O/D				
	Fiscal Quarter	Overnight Percentage	2 Day Percentage	3 Day Percentage
Before AMP	Q1 2013	95.79%	96.22%	96.22%
	Q2 2013	96.38%	96.69%	94.74%
	Q3 2013	97.72%	97.25%	95.88%
	Q4 2013	97.16%	97.38%	94.39%
After AMP	Q1 2014	96.22%	94.46%	88.32%
	Q2 2014	96.46%	93.94%	88.43%
	Q3 2014	97.61%	96.36%	93.13%
	Q4 2014	97.06%	96.72%	94.79%

(15) Notes: _____

CEM Q4 2013		
Question #	Residential Top Two Box	Sm/Med Bus Top Two Box
Q1	90.16%	86.07%
Q4a	91.71%	88.21%
Q8a	92.58%	87.43%
Q12a	88.92%	86.07%
Q16a	73.19%	58.72%
Q19	84.12%	80.37%

Customer Satisfaction Measurement (CSM) became Customer Experience Measurement 2010. Data reflects most recently completed quarter available in CEM.

Overall Satisfaction (Overall Experience)
Satisfaction with Receiving (Experience with receiving)
Satisfaction with Sending (Experience with sending)
Satisfaction with most frequently visited PO (Experience with most frequently visited PO)
Satisfaction with most recent contact with USPS (Experience with most recent contact with USPS)
Likely to recommend the USPS

Combined Facilities

Workhour Costs - Combined Facilities

Last Saved: November 25, 2014

PIR Type*: Final PIR

*Data in PIR columns is annualized for First PIR.

Type of Distribution Consolidated: _____ Destinating _____

Date Range of Data: Oct-01-2013 to Sep-30-2014

Final PIR Workhour Rate by LDC			
Function 1		Function 4	
11	L\$45.73 / G\$41.84	41	L-N/A / G-N/A
12	L\$55.83 / G\$42.18	42	L-N/A / G-N/A
13	L\$48.21 / G\$38.29	43	L-\$59.97 / G-N/A
14	L\$41.7 / G\$42.62	44	L-N/A / G-N/A
15	L-N/A / G\$39.35	45	L-N/A / G-N/A
16	L-N/A / G-N/A	46	L-N/A / G-N/A
17	L\$39.88 / G\$42.73	47	L-N/A / G-N/A
18	L\$38.95 / G\$43.45	48	L-N/A / G-N/A

(1) Operation Numbers	(2) Annual FHP Volume			(6) Annual TPH or NATPH Volume			(9) Annual Workhours			(12) Annual Productivity			(15) Annual Workhour Costs		
	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR
043 / 043													\$889,530	\$862,128	\$548,974
044 / 044													\$582,927	\$541,382	\$260,556
074 / 074													\$1,154,034	\$1,098,308	\$477,582
126 / 126													\$1,442,730	\$1,452,547	\$5,777,280
180 / 180													\$472,769	\$334,703	\$214,229
185 / 185													\$235,737	\$125,914	\$8,003
210 / 210													\$2,432,045	\$2,438,489	\$2,119,000
212 / 212													\$280,064	\$283,380	\$291,230
231 / 231													\$2,959,182	\$2,963,218	\$2,807,342
334 / 403													\$1,890,788	\$1,720,145	\$1,261,642
336 / 406													\$2,652,169	\$2,325,983	\$2,049,487
484 / 484													\$280,118	\$389,478	\$9,803
485 / 484dup													\$5,246	\$0	\$1,962
620 / 620													\$7,402	\$7,633	\$17,507
630 / 630													\$16,784	\$17,272	\$45,647
776 / 489													\$108,388	\$119,974	\$2,817
894 / 894													\$1,157,360	\$1,307,539	\$292,644
896 / 896													\$498,676	\$155,938	\$371,818
897 / 896dup													\$0	\$0	\$0
898 / 918													\$9,716,660	\$5,743,654	\$9,405,041
899 / 919													\$80,201	\$5,446,070	\$93,334
918 / 918dup													\$948,252	\$0	\$91
919 / 919dup													\$447,350	\$0	\$0
018 / 018													\$230,876	\$230,876	\$94,828
035 / 035													\$2,819,655	\$2,819,655	\$2,858,333
122 / 122													\$30,346	\$30,346	\$77
168 / 168													\$1,199,784	\$1,164,404	\$672,257
169 / 169													\$819,441	\$796,095	\$478,235
178 / 178													\$63,218	\$62,981	\$39,827
179 / 179													\$111,842	\$111,214	\$291,596
229 / 229													\$2,881,033	\$2,881,033	\$2,231,454
230 / 230													\$987,895	\$987,885	\$1,187,078
232 / 232													\$433,919	\$433,919	\$581,219
233 / 233													\$306,242	\$306,242	\$367,083
234 / 234													\$933	\$933	\$690
256 / 256													\$3,433	\$3,433	\$39,957
257 / 257													\$403,736	\$403,736	\$102,818
258 / 258													\$261	\$261	\$1,832
259 / 259													\$220,697	\$220,697	\$81,074
324 / 324													\$265,093	\$258,893	\$155,369
340 / 340													\$838,493	\$838,493	\$140,827
554 / 554													\$578,982	\$578,982	\$567,134
565 / 565													\$20	\$20	\$1,603
585 / 585													\$723,863	\$723,863	\$727,142
603 / 603													\$1,198	\$0	\$0
607 / 607													\$621,556	\$621,555	\$581,941
612 / 612													\$224,564	\$224,564	\$234,853
930 / 930													\$206,462	\$206,462	\$119,103
002 / 002													\$50,506	\$50,506	\$1,114,973
010 / 004													\$352,820	\$317,546	\$616,452
021 / 009													\$150	\$150	\$632
060 / 010													\$71,133	\$71,133	\$79,440
070 / 012													\$26,000	\$26,000	\$228,551
084 / 015													\$49,266	\$30,618	\$4,051
100 / 017													\$1,626,259	\$1,626,259	\$841,839
120 / 021													\$0	\$0	\$755,748
124 / 022													\$0	\$0	\$104
208 / 030													\$1,466,019	\$1,422,038	\$1,134,172
235 / 040													\$416,043	\$403,561	\$323,185
271 / 060													\$11,010	\$10,680	\$163,629
321 / 066													\$0	\$673	\$269,017
322 / 073													\$306,256	\$297,068	\$817,310
326 / 083													\$140,143	\$140,143	\$199,503
331 / 084													\$139,287	\$139,287	\$120,819
332 / 087													\$9,041	\$3,986	\$14,671
403 / 088													\$5,987	\$1	\$5,718
406 / 089													\$165,061	\$165,061	\$208,729

Workhour Costs - Losing Facility

Last Saved: November 25, 2014

Losing Facility: Oshkosh P&DF

PIR Type*: Final PIR

*Data in PIR columns is annualized for First PIR.

Type of Distribution Consolidated: Destinating

Date Range of Data: Oct-01-2013 to Sep-30-2014

Final PIR Workhour Rate by LDC			
Function 1			Function 4
11	\$45.73	41	
12	\$55.63	42	
13	\$48.21	43	-\$59.97
14	\$41.70	44	
15	N/A	45	
16	N/A	46	
17	\$39.88	47	
18	\$38.95	48	

(1) Operation Numbers	(2) Annual FHP Volume			(5) Annual TPH or NATPH Volume			(8) Annual Workhours			(11) Annual Productivity			(14) Annual Workhour Costs		
	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR
043													\$738	\$0	\$4,705
044													\$197,489	\$0	\$354
074													\$173,307	\$0	\$122,506
126													\$414,861	\$269,660	\$368,269
180													\$296,154	\$0	\$219
185													\$235,574	\$0	\$7,702
210													\$272,307	\$176,999	\$643,683
212													\$140,115	\$91,075	\$156,191
231													\$170,558	\$110,863	\$361,430
334													\$0	\$0	\$0
336													\$481,678	\$0	\$54,701
484													\$11,979	\$0	\$0
485													\$5,246	\$0	\$1,962
620													\$7,402	\$0	\$16,833
630													\$15,631	\$0	\$45,477
776													\$968	\$0	\$0
894													\$347,347	\$0	\$680
896													\$1,709	\$0	\$0
897													\$0	\$0	\$0
898													\$9,693	\$0	\$0
899													\$2,532	\$0	\$0
918													\$948,252	\$0	\$91
919													\$447,350	\$0	\$0
018													\$6,945	\$6,945	\$65
035													\$245,161	\$245,161	\$89,645
122													\$30,333	\$30,333	\$77
168													\$20,475	\$20,475	\$99
169													\$41,245	\$41,245	\$35
178													\$55,619	\$55,619	\$266
179													\$90,904	\$90,904	\$18,001
229													\$39,531	\$39,531	\$136,920
230													\$16,568	\$16,568	\$330,096
232													\$36,661	\$39,661	\$39,426
233													\$19,815	\$19,815	\$25,054
234													\$933	\$933	\$690
256													\$3,433	\$3,433	\$39,957
257													\$403,736	\$403,736	\$102,818
258													\$261	\$261	\$1,832
259													\$220,997	\$220,997	\$81,974
324													\$58,401	\$58,401	\$8,843
340													\$12,939	\$12,939	\$101,196
554													\$36,825	\$36,825	\$15,262
565													\$20	\$20	\$1,603
585													\$82,007	\$82,007	\$108,731
603													\$324	\$0	\$0
607													\$10,921	\$10,921	\$4,814
612													\$1,029	\$1,029	\$1,323
930													\$73,249	\$73,249	\$0
002													\$0		\$63,643
010													\$0		\$63,589
021													\$0		\$632
060													\$0		\$133
070													\$0		\$32
084													\$0		\$4,051
100													\$0		\$95
120													\$0		\$179
124													\$0		\$104
208													\$0		\$139,310
235													\$0		\$0
271													\$0		\$723

[illegible]

Workhour Costs - Gaining Facility

Last Saved: November 25, 2014

Gaining Facility: Milwaukee P&DC

PIR Type*: Final PIR

*Data in PIR columns is annualized for First PIR.

Type of Distribution Consolidated: _____ Destinating _____

Date Range of Data: Oct-01-2013 to Sep-30-2014

Final PIR Workhour Rate by LDC			
Function 1		Function 4	
11	\$41.84	41	N/A
12	\$42.18	42	N/A
13	\$36.29	43	N/A
14	\$42.62	44	N/A
15	\$39.35	45	N/A
16	N/A	46	N/A
17	\$42.73	47	N/A
18	\$43.45	48	N/A

(1) Operation Numbers	(2) Annual FHP Volume			(5) Annual TPH or NATPH Volume			(8) Annual Workhours			(11) Annual Productivity			(14) Annual Workhour Costs		
	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR
043													\$888,791	\$862,128	\$544,269
044													\$385,458	\$541,392	\$260,203
074													\$980,727	\$1,098,308	\$355,077
126													\$1,027,669	\$1,182,887	\$5,409,011
180													\$176,615	\$334,703	\$214,010
185													\$164	\$125,914	\$301
210													\$2,159,738	\$2,261,489	\$1,475,318
212													\$139,950	\$192,305	\$135,039
231													\$2,788,624	\$2,852,355	\$2,445,912
403													\$1,890,788	\$1,720,145	\$1,261,642
406													\$2,170,491	\$2,325,983	\$1,994,785
484													\$268,139	\$389,478	\$9,803
484dup													\$0	\$0	\$0
620													\$0	\$7,633	\$673
630													\$1,153	\$17,272	\$170
489													\$107,721	\$119,974	\$2,817
894													\$810,014	\$1,307,539	\$291,964
896													\$496,968	\$155,938	\$371,818
896dup													\$0	\$0	\$0
918													\$9,706,967	\$5,743,654	\$9,405,041
919													\$87,669	\$5,446,070	\$93,334
918dup													\$0	\$0	\$0
919dup													\$0	\$0	\$0
018													\$223,931	\$223,931	\$94,762
035													\$2,574,494	\$2,574,494	\$2,768,688
122													\$14	\$14	\$0
168													\$1,179,309	\$1,143,929	\$672,158
169													\$778,196	\$754,850	\$478,200
178													\$7,600	\$7,372	\$39,561
179													\$20,938	\$20,310	\$273,595
229													\$2,841,502	\$2,841,502	\$2,094,534
230													\$971,317	\$971,317	\$856,982
232													\$394,258	\$394,258	\$541,793
233													\$286,428	\$286,428	\$342,030
234													\$0	\$0	\$0
256													\$0	\$0	\$0
257													\$0	\$0	\$0
258													\$0	\$0	\$0
259													\$0	\$0	\$0
324													\$206,692	\$200,491	\$146,516
340													\$825,554	\$825,554	\$39,631
554													\$542,157	\$542,157	\$551,873
565													\$0	\$0	\$0
585													\$631,857	\$631,857	\$618,410
603													\$875	\$0	\$0
607													\$610,634	\$610,634	\$577,127
612													\$223,535	\$223,535	\$233,530
930													\$133,212	\$133,212	\$119,103
002													\$50,506	\$50,506	\$1,051,330
004													\$352,820	\$317,546	\$552,863
009													\$150	\$150	\$0
010													\$71,133	\$71,133	\$79,306
012													\$26,000	\$26,000	\$228,519
015													\$49,266	\$30,618	\$0
017													\$1,626,259	\$1,626,259	\$841,745
021													\$0	\$0	\$755,568
022													\$0	\$0	\$0
030													\$1,486,019	\$1,422,038	\$994,862
040													\$418,043	\$403,561	\$323,185
060													\$11,010	\$10,680	\$162,905
066													\$0	\$673	\$0
073													\$306,256	\$297,068	\$696,221
083													\$140,143	\$140,143	\$183,426
084													\$139,287	\$139,287	\$118,515

[illegible]

(1)	(2) (3) (4)			(5) (6) (7)			(8) (9) (10)			(11) (12) (13)			(14) (15) (16)		
Operation Numbers	Annual FHP Volume			Annual TPH or NATPH Volume			Annual Workhours			Annual Productivity			Annual Workhour Costs		
	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR	Pre AMP	Proposed	Final PIR
													\$0		\$0
Adj													\$0		\$0
Totals	1,424,044,285	1,646,917,763	1,835,210,713	3,431,952,907	4,085,747,354	3,756,006,233	1,348,080	1,375,756	1,257,929	2,546	2,970	2,886	\$56,856,040	\$58,078,756	\$52,944,185

Variances Annual FHP Volume			Variances Annual TPH or NATPH Volume			Variances Annual Workhours			Variances Annual Productivity			Variances Annual Workhour Costs		
Change Analysis	(17) Final PIR vs Pre AMP	(18) Final PIR vs Proposed	Change Analysis	(19) Final PIR vs Pre AMP	(20) Final PIR vs Proposed	Change Analysis	(21) Final PIR vs Pre AMP	(22) Final PIR vs Proposed	Change Analysis	(23) Final PIR vs Pre AMP	(24) Final PIR vs Proposed	Change Analysis	(25) Final PIR vs Pre AMP	(26) Final PIR vs Proposed
Units	211,166,428	(11,707,050)	Units	324,053,326	(329,741,121)	Units	(90,151)	(117,827)	Units	440	16	Units	(\$3,911,854)	(\$5,134,671)
Percent	14.8%	-0.7%	Percent	9.4%	-8.1%	Percent	-6.7%	-8.6%	Percent	17.3%	0.5%	Percent	-6.9%	-8.8%

(27) NOTES: _____

Other Workhour Move Analysis

09/30/14

Final PIR Other Losing Craft Workhours
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Losing Facility

Current MODS	Pre AMD	Proposed	Final DIP	Hourly	Pre AMD	Proposed	Final DIP
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Operation Number	FY16 Amt	Proposed	FY16 FY17	Dollar Cost	FY16 Amt	Proposed	FY16 FY17
515					\$1,333	\$0	\$851
581					\$77,166	\$0	\$47,213
616					\$352	\$0	\$686
680					\$8,886	\$0	\$19,983
744					\$32	\$0	\$0
745					\$42,425	\$0	\$83,524
747					\$614,722	\$338,097	\$605,478
750					\$702,285	\$59,693	\$825,620
753					\$379,342	\$311,061	\$270,012

Final PIR Other Gaining Craft Workhours

Gaining Facility

Current MODS	Pre AMP	Proposed	Final DIR	Hourly	Pre AMP	Proposed	Final DIR
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Operation Number	PTC Amt	Proposed	Final PTC	Dollar Cost	PTC Amt	Proposed	Final PTC
515					\$0	\$0	\$312
581					\$1,058,130	\$1,058,130	\$1,088,998
616					\$51,590	\$52,007	\$89,969
680					\$46	\$10,576	\$0
744					\$0	\$0	\$0
745					\$791,428	\$841,697	\$613,057
747					\$3,242,321	\$3,595,788	\$3,551,752
750					\$7,522,445	\$7,806,884	\$7,488,807
753					\$2,130,739	\$2,130,739	\$2,289,210

[illegible][illegible]

Workhours for Losing LDCs Common to & Shared between Supv & Craft								
Losing Facility								
Current MODS Operation Number	Annual Workhours			Hourly Dollar Cost	Annual Workhour Cost (\$)			
	Pre AMP	Proposed	Final PIR		Pre AMP	Proposed	Final PIR	
781					\$29,752	\$0	\$48,319	
783					\$11,461	\$11,461	\$23,559	
Totals	1,145	319	1,878		\$41,212	\$11,461	\$71,878	

Workhours for Gaining LDCs Common to & Shared between Supv & Craft								
Gaining Facility								
Current MODS Operation Number	Annual Workhours			Hourly Dollar Cost	Annual Workhour Cost (\$)			
	Pre AMP	Proposed	Final PIR		Pre AMP	Proposed	Final PIR	
781					\$179,203	\$179,203	\$164,979	
783					\$190,678	\$190,678	\$96,242	
780					\$1,882	\$1,882	\$0	
990					\$21,987	\$21,987	\$0	
958							\$792	
Totals	11,834	11,834	7,680		\$393,750	\$393,750	\$262,013	

Distribution to Other PIR Worksheet Tabs

Distribution to Other Losing PIR Worksheet Tabs								
Losing Facility								
Transportation - PVS [Subset for Trans-PVS Tab]								
LDC	Annual Workhours			Hourly Dollar Cost	Annual Workhour Cost (\$)			
	Pre AMP	Proposed	Final PIR		Pre AMP	Proposed	Final PIR	
31					\$0	\$0	\$0	
32					\$0	\$0	\$0	
33					\$0	\$0	\$0	
34					\$0	\$0	\$0	
93					\$0	\$0	\$0	
Totals	0	0	0		\$0	\$0	\$0	

Ope 617, 679,
764 (31)
Ope 765, 766
(34)

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0	0	\$0
0	0	\$0

Distribution to Other Gaining PIR Worksheet Tabs								
Gaining Facility								
Transportation - PVS [Subset for Trans-PVS Tab]								
LDC	Annual Workhours			Hourly Dollar Cost	Annual Workhour Cost (\$)			
	Pre AMP	Proposed	Final PIR		Pre AMP	Proposed	Final PIR	
31					\$507,555	\$507,555	\$503,118	
32					\$0	\$0	\$0	
33					\$0	\$0	\$0	
34					\$4,613,226	\$4,613,226	\$4,452,602	
93					\$0	\$0	\$0	
Totals	112,284	112,284	106,790		\$5,120,782	\$5,120,782	\$4,955,719	

Ope 617, 679,
764 (31)
Ope 765, 766
(34)

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\$258,627	\$258,627	\$270,378
4,610,634	4,610,634	\$4,452,551

Maintenance - Losing								
Annual Workhours								
LDC	Annual Workhours			Hourly Dollar Cost	Annual Workhour Cost (\$)			
	Pre AMP	Proposed	Final PIR		Pre AMP	Proposed	Final PIR	
36					\$702,265	\$59,693	\$825,620	
37					\$379,342	\$311,061	\$270,012	
38					\$614,722	\$338,097	\$605,478	
39					\$51,664	\$0	\$104,193	
93					\$11,461	\$11,461	\$23,559	
Totals	43,444	18,797	44,143		\$1,759,454	\$720,311	\$1,828,861	

Maintenance - Gaining								
Annual Workhours								
LDC	Annual Workhours			Hourly Dollar Cost	Annual Workhour Cost (\$)			
	Pre AMP	Proposed	Final PIR		Pre AMP	Proposed	Final PIR	
36					\$7,522,445	\$7,806,884	\$7,488,807	
37					\$2,130,739	\$2,130,739	\$2,289,210	
38					\$3,242,321	\$3,595,788	\$3,551,752	
39					\$872,038	\$933,254	\$719,769	
93					\$190,678	\$190,678	\$96,242	
Totals	302,068	317,994	292,323		\$13,958,220	\$14,657,342	\$14,145,780	

Supervisory - Gaining							
Annual Workhours				Annual Workhour Cost (\$)			
LDC	Pre AMP	Proposed	Final PIR	Hourly Dollar Cost	Pre AMP	Proposed	Final PIR
01					\$358,868	\$358,868	\$126,801
10					\$3,731,252	\$3,755,286	\$3,843,894
20					\$0	\$0	\$0
30					\$689,124	\$689,124	\$700,865
35					\$1,803,894	\$1,803,894	\$1,963,828
40					\$0	\$0	\$0
50					\$0	\$0	\$0
60					\$0	\$0	\$0
70					\$0	\$0	\$0
80					\$201,881	\$201,881	\$175,225
81					\$0	\$0	\$0
88					\$0	\$0	\$0
Totals	123,214	123,686	124,611		\$6,785,018	\$6,809,053	\$6,810,617

Adjustments at the Losing Facility		
Proposed MODS Operation Number	Proposed Annual Workhours	Proposed Annual Workhour Cost (\$)
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
Total Adj	0	\$0

Adjustments at the Gaining Facility		
Proposed MODS Operation Number	Proposed Annual Workhours	Proposed Annual Workhour Cost (\$)
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
0	0	\$0
Total Adj	0	\$0

Summary by Facility					
Losing Facility Summary			Gaining Facility Summary		
	Proposed Annual Workhours	Proposed Annual Workhour Cost (\$)		Proposed Annual Workhours	Proposed Annual Workhour Cost (\$)
Before	54,133	\$2,301,448	Before	573,342	\$27,532,075
After	22,789	\$913,716	After	589,740	\$28,255,231
Adj	0	\$0	Adj	0	\$0
PIR	51,222	\$2,165,790	PIR	555,871	\$27,511,866
After	22,789	\$913,716	After	589,740	\$28,255,231
Change	(31,343)	(\$1,387,732)	Change	16,398	\$723,157
% Diff	-57.9%	-60.3%	% Diff	2.9%	2.6%

Combined Summary		
Before	627,475	\$29,833,523
After	612,529	\$29,168,947
Adj	0	\$0
PIR	607,093	\$29,677,655
After	612,529	\$29,168,947
Change	(14,945)	(\$664,576)
% Diff	-2.4%	-2.2%

Staffing - Craft

Last Saved: November 25, 2014

PIR Type: Final PIR

Data Extraction Date: 10/03/14

Losing Facility: Oshkosh P&DF

Finance #: 566285

Craft Positions	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Non-Career On-Rolls		Part Time On-Rolls		Full Time On-Rolls		Total On-Rolls		
	Pre AMP	Final PIR	Pre AMP	Final PIR	Pre AMP	Final PIR	Pre AMP	Proposed	Final PIR
Function 1 - Clerk	12	0	0	0	60	42	72	23	42
Function 4 - Clerk	0	0	0	0	0	0	0	0	0
Function 1 - Mail Handler	0	4	0	0	15	18	15	15	22
Function 4 - Mail Handler	0	0	0	0	0	0	0	0	0
Function 3A - Vehicle Service	0	0	0	0	0	0	0	0	0
Function 3B - Maintenance	5	0	0	0	19	26	24	11	26
Functions 67-69 - Lmted/Rehab/WC	0	0	0	0	0	0	0	0	0
Other Functions	0	0	0	0	0	0	0	0	0
Total	17	4	0	0	94	86	111	49	90

Variances Total On-Rolls		
Change Analysis	(10) 1st PIR vs Pre AMP	(11) 1st PIR vs Proposed
Positions	(21)	41
Percent	-19%	83.7%

Gaining Facility: Milwaukee P&DC

Finance #: 565481

Craft Positions	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
	Non-Career On-Rolls		Part Time On-Rolls		Full Time On-Rolls		Total On-Rolls		
	Pre AMP	Final PIR	Pre AMP	Final PIR	Pre AMP	Final PIR	Pre AMP	Proposed	Final PIR
Function 1 - Clerk	116	76	0	0	423	385	539	528	461
Function 1 - Mail Handler	32	39	0	0	248	216	280	288	255
Function 3A - Vehicle Service	6	6	0	0	52	53	58	58	59
Function 3B - Maintenance	11	0	0	0	152	154	163	182	154
Functions 67-69 - Lmted/Rehab/WC	0	0	0	0	32	24	32	32	24
Other Functions	0	0	0	0	4	4	4	4	4
Total	165	121	0	0	911	836	1,076	1,092	957

Variances Total On-Rolls		
Change Analysis	(21) Final PIR vs Pre AMP	(22) Final PIR vs Proposed
Positions	(119)	(135)
Percent	-11.1%	-12.4%

Total Craft Position Loss:

(23) Final PIR vs Pre AMP	(24) Final PIR vs Proposed
140	94

(Above numbers are carried forward to the Executive Summary)

rev 4/5/10

Staffing - PCES/EAS

Last Saved: November 25, 2014

PIR Type: Final PIR

Losing Facility: Oshkosh P&DF

Finance # 566285

Data Extraction Date: 10/22/14 data from district

Line	PCES/EAS Positions		Authorized Staffing		On-Rolls		
	(1) Position Title	(2) Level	(3) Pre AMP	(4) Final PIR	(5) Pre AMP	(6) Proposed	(7) Final PIR
1	MGR PROCESSING/DISTRIBUTION FCLTY	EAS-24	1	0	1	1	0
2	MGR DISTRIBUTION OPERATIONS	EAS-19	1	0	1	0	0
3	MGR MAINTENANCE	EAS-19	1	0	1	1	1
4	OPERATIONS SUPPORT SPECIALIST	EAS-17	2	0	2	0	1
5	SUPV DISTRIBUTION OPERATIONS	EAS-17	4	0	2	2	2
6	SUPV MAINTENANCE OPERATIONS	EAS-17	3	0	1	0	2
7	ADMINISTRATIVE ASSISTANT (FLD)	EAS-12	1	0	0	0	0
8			0	0			0
9				0			0
10				0			0
11				0			0
12				0			0
13				0			0
14				0			0
15				0			0
16				0			0
17				0			0
18				0			0
19				0			0
20				0			0
21				0			0
22				0			0
23				0			0
24				0			0
25				0			0
26				0			0
27				0			0
28				0			0
29				0			0
30				0			0
31				0			0
32				0			0
33				0			0
34				0			0
35				0			0
36				0			0
37				0			0
38				0			0
39				0			0
40				0			0
41				0			0
42				0			0
43				0			0
44				0			0
45				0			0
46				0			0
47				0			0
48				0			0
49				0			0
50				0			0
51				0			0
52				0			0
53				0			0
54				0			0
55				0			0
56				0			0
57				0			0
58				0			0
59				0			0
60				0			0
Totals			13	0	8	4	6

EAS positions in Oshkosh domiciled out of Green Bay.
EAS workhours are included in Oshkosh.

Variances Total On-Rolls		
(15)		(16)
Change Analysis	Final PIR vs Pre AMP	Final PIR vs Proposed
Positions	(2)	2
Percent	-25.0%	50.0%

PIR Staffing - PCES/EAS

Data Extraction Date:

10/6/2014

Line	PCES/EAS Positions		Authorized Staffing		On-Rolls		
	(19) Position Title	(20) Level	(21) Pre AMP	(22) Final PIR	(23) Pre AMP	(24) Proposed	(25) Final PIR
1	SR PLANT MANAGER (1)	PCES-01	1	1	0	1	1
2	MGR IN-PLANT SUPPORT	EAS-25	1	1	1	1	1
3	MGR MAINTENANCE (LEAD)	EAS-25	1	1	1	1	1
4	SR MGR DISTRIBUTION OPERATIONS	EAS-25	1	1	0	1	1
5	MGR DISTRIBUTION OPERATIONS	EAS-24	2	2	2	2	2
6	MGR MAINTENANCE OPERATIONS	EAS-23	3	3	3	3	3
7	MGR DISTRIBUTION OPERATIONS	EAS-22	1	1	1	1	1
8	OPERATIONS INDUSTRIAL ENGINEER (FI	EAS-22	2	0	2	2	0
9	MGR TRANSPORTATION/NETWORKS	EAS-21	1	0	1	1	0
10	OPERATIONS INDUSTRIAL ENGINEER (FI	EAS-21	1	3	0	1	3
11	MGR MAINT ENGINEERING SUPPORT	EAS-20	1	1	0	1	1
12	MGR MAINTENANCE OPERATIONS SUPPT	EAS-20	1	1	1	1	1
13	OPERATIONS SUPPORT SPECIALIST	EAS-20	1	2	1	1	2
14	MAINTENANCE ENGINEERING SPECIALIST	EAS-19	1	1	1	1	0
15	MGR DISTRIBUTION OPERATIONS	EAS-19	2	0	2	2	0
16	MGR FIELD MAINT OPRNS (LEAD)	EAS-19	1	1	1	1	1
17	OPERATIONS SUPPORT SPECIALIST	EAS-18	1	0	1	1	0
18	OPERATIONS SUPPORT SPECIALIST	EAS-17	7	5	7	7	5
19	SUPV DISTRIBUTION OPERATIONS	EAS-17	34	30	26	32	24
20	SUPV MAINTENANCE OPERATIONS	EAS-17	11	12	8	9	12
21	SUPV MAINTENANCE OPERATIONS SUPPOR	EAS-17	1	0	1	1	0
22	SUPV TRANSPORTATION OPERATIONS	EAS-17	3	3	3	3	2
23	ADMINISTRATIVE ASSISTANT (FLD)	EAS-12	1	1	0	1	1
24	MGR TRANSPORTATION/NETWORKS	EAS-23		1			1
25	OPERATIONS INDUSTRIAL ENGINEER (FI	EAS-23		1			1
26	MGR DISTRIBUTION OPERATIONS	EAS-20		1			0
27	NETWORK SPECIALIST	EAS-17		3			3
28				0			0
29				0			0
30				0			0
31				0			0
32				0			0
33				0			0
34				0			0
35				0			0
36				0			0
37				0			0
38				0			0
39				0			0
40				0			0
41				0			0
42				0			0
43				0			0
44				0			0
45				0			0
46				0			0
47				0			0
48				0			0
49				0			0
50				0			0
51				0			0
52				0			0
53				0			0
54				0			0
55				0			0
56				0			0
57				0			0
58				0			0
59				0			0
60				0			0
Totals			79	76	63	75	67

Variances Total On-Rolls		
Change Analysis	(33)	(34)
	Final PIR vs Pre AMP	Final PIR vs Proposed
Positions	4	(8)
Percent	6.3%	-10.7%

Total PCES/EAS Position Loss		(37)	(38)
		-2	6

(Above numbers are carried forward to the Executive Summary)

Transportation - PVS

Last Saved: November 25, 2014

PIR Type: Final PIR

Date Range of Data: Oct-01-2013 -- to -- Sep-30-2014

Losing Facility: Oshkosh P&DF

Finance Number: 566285

Gaining Facility: Milwaukee P&DC

Finance Number: 565481

	(1) Pre AMP	(2) Proposed	(3) Final PIR	(4) Variance Final PIR vs Pre AMP	(5) Variance Final PIR vs Proposed
PVS Owned Equipment					
Seven Ton Trucks	0	0	0		
Eleven Ton Trucks	0	0	0		
Single Axle Tractors	0	0	0		
Tandem Axle Tractors	0	0	0		
Spotters	0	0	0		
PVS Transportation					
Number of Schedules	0	0	0		
Total Annual Mileage	0	0	0		
Total Mileage Costs	\$0	\$0	\$0	\$0	\$0
PVS Leases					
Total Vehicles Leased	0	0	0		
Total Lease Costs	\$0	\$0	\$0	\$0	\$0
PVS Workhour Costs					
LDC 31 (617, 679, 764)	\$0	\$0	\$0		
LDC 34 (765, 766)	\$0	\$0	\$0		
Total Workhour Costs	\$0	\$0	\$0	\$0	\$0

(11) Total Final PIR vs Pre AMP Transportation-PVS Savings: (\$146,332)

(This number added to the *Executive Summary*)

	(6) Pre AMP	(7) Proposed	(8) PIR	(9) Variance Final PIR vs Pre AMP	(10) Variance Final PIR vs Proposed
PVS Owned Equipment					
Seven Ton Trucks	10	10	10	0	0
Eleven Ton Trucks	0	0	0		
Single Axle Tractors	8	8	8	0	0
Tandem Axle Tractors	13	13	13	0	0
Spotters	3	3	3	0	0
PVS Transportation					
Number of Schedules	51	51	51	0	0
Total Annual Mileage	821,643	821,643	821,643	0	0
Total Mileage Costs	0	\$0	\$0	\$0	\$0
PVS Leases					
Total Vehicles Leased	0	0	0		
Total Lease Costs	\$0	\$0	\$0	\$0	\$0
PVS Workhour Costs					
LDC 31 (617, 679, 764)	\$258,627	\$258,627	\$270,378	\$11,752	\$11,752
LDC 34 (765, 766)	\$4,610,634	\$4,610,634	\$4,452,551	(\$158,084)	(\$158,084)
Total Workhour Costs	\$4,869,261	\$4,869,261	\$4,722,929	(\$146,332)	(\$146,332)

(12) Total Final PIR vs Proposed Transportation-PVS Savings: (\$146,332)

(This number added to the *Executive Summary*)

(13) Notes:

Last Saved: November 25, 2014

Losing Facility: Oshkosh P&DF

Type of Distribution Consolidated: **Destinating**

Data of HCR Data File: TCSS

CT for Outbound Dock:

Variances Total Annual Costs		
Change Analysis	(11) Final PIR vs Pre AMP	(12) Final PIR vs Proposed
Dollars	\$212,557	\$167,129
Percent	0.0%	0.0%

Current costs for HCRs 530N0A and 530BKA included on gaining tab. Left the same as AMP figures on this tab so as not to duplicate costs.

Transportation - HCR

Last Saved: November 25, 2014

Gaining Facility: Milwaukee P&DC

PIR Type: Final PIR

Type of Distribution Consolidated: Destinating

CET for Inbound Dock:

CET for OGP:

Date of HCR Data File: TCSS

CET for Cancellations:

CT for Outbound Dock:

(1) Route #	(2) Pre AMP Annual Mileage	(3) Proposed Annual Mileage	(4) Final PIR Annual Mileage	(5) Pre AMP Annual Cost	(6) Proposed Annual Cost	(7) Final PIR Annual Cost	(8) Pre AMP Annual Cost/Mile	(9) Proposed Annual Cost/Mile	(10) Final PIR Annual Cost/Mile
53014A	840,226			\$1,183,150			\$1.41		
53015A	591,930			\$813,781			\$1.37		
53017A	542,253			\$771,339			\$1.42		
53020A	934,427			\$1,017,744			\$1.09		
53029A	91,236			\$114,641			\$1.26		
53032A	114,361			\$287,715			\$2.52		
53034A	60,544			\$171,048			\$2.83		
53035A	36,791			\$107,185			\$2.91		
53038A	49,100			\$112,437			\$2.29		
53044A	38,308			\$75,293			\$1.97		
53045A	66,494			\$194,364			\$2.92		
53049A	40,269			\$86,285			\$2.14		
53051A	102,187			\$191,621			\$1.88		
53053A	47,957			\$92,177			\$1.92		
53057A	177,257			\$409,950			\$2.31		
530AEA	631,443			\$837,440			\$1.33		
530BKA	287,499			\$999,805			\$3.48		
530EEA	708,028			\$740,532			\$1.05		
530LOA	305,494			\$455,455			\$1.49		
530L2A	41,856			\$101,771			\$2.43		
530M0A	1,013,902			\$1,202,182			\$1.19		
530M3A	49,745			\$81,910			\$1.65		
530M4A	76,586			\$301,596			\$3.94		
530M5A	625,133			\$702,196			\$1.12		
530M6A	190,783			\$473,174			\$2.48		
530M8A	329,179			\$394,697			\$1.20		
530M9A	248,297			\$325,376			\$1.31		
530N0A	343,061			\$500,882			\$1.46		
530N1A	582,527			\$2,013,387			\$3.46		
530N2A	164,446			\$598,927			\$3.64		
530P5A	406,745			\$550,616			\$1.35		
530P7A	31,997			\$94,313			\$2.95		
530P9A	37,524			\$89,890			\$2.40		
530Q1A	70,312			\$162,488			\$2.31		
530Q2A	311,803			\$668,178			\$2.14		
530U0A	500,118			\$724,004			\$1.45		
530U1A	941,089			\$1,389,583			\$1.48		
53112A	54,916			\$143,598			\$2.61		
53113A	119,198			\$220,536			\$1.85		
53146A	20,745			\$64,735			\$3.12		
Totals	11,825,765	11,825,765	11,880,849	\$19,466,002	\$19,466,002	\$20,891,142			

Variances Total Annual Costs		
Change Analysis	(11) Final PIR vs Pre AMP	(12) Final PIR vs Proposed
Dollars	\$1,425,140	\$1,425,140
Percent	7.3%	7.3%

Summary HCR Losing & Gaining		
	(13) Final PIR vs Pre AMP	(14) Final PIR vs Proposed
Losing	\$212,557	\$167,129
Gaining	\$1,425,140	\$1,425,140

(13) Total Final PIR vs Pre AMP Transportation-HCR Savings: \$1,637,697
(from losing and gaining facilities)

(14) Total Final PIR vs Proposed Transportation-HCR Savings: \$1,592,269

(from losing and gaining facilities)

Total Transportation		
	(15) Final PIR vs Pre AMP	(16) Final PIR vs Proposed
HCR	\$1,637,697	\$1,592,269
PVS	(\$146,332)	(\$146,332)

(15) Total Final PIR vs Pre AMP Transportation (PVS & HCR): \$1,491,365
(This number carried forward to the *Executive Summary*)

(16) Total Final PIR vs Proposed Transportation (PVS & HCR): \$1,445,937
(This number carried forward to the *Executive Summary*)

Notes:

MPE Inventory

Last Saved: November 25, 2014

Data Extraction Date: 04/18/14

PIR Type: Final PIR

Date Range of Data: Oct-01-2013 -- to --

Sep-30-2014

Losing Facility: Oshkosh P&DF

Gaining Facility: Milwaukee P&DC

Equipment	(1)	(2)	(3)
	Pre AMP	Proposed	Final PIR
AFCS	0	0	0
AFCS200	0	0	0
AFSM - ALL	1	0	0
APPS	0	0	0
CIOSS	0	0	0
CSBCS	0	0	0
DBCS	8	0	0
DBCS-OSS	0	0	0
DIOSS	1	0	0
FSS	0	0	0
SPBS/APBS	0	1	1
UFSM	0	0	0
FC / MICRO MARK	0	0	0
ROBOT GANTRY	0	0	0
HSTS / HSUS	0	0	0
LCTS / LCUS	0	0	0
LIPS	2	4	2
MPBCS-OSS	0	0	0
TABBER	0	0	0
PIV	0	0	0
LCREM	0	0	0
	12	5	3

Equipment	(4)	(5)	(6)	(7)	(8)	(9)
	Pre AMP	Proposed	Final PIR	Proposed Relocation Costs	Final PIR Relocation Costs	Variance in Costs
AFC5	0	0	0	\$0		\$0
AFC5200	6	6	7	\$0		\$0
AFCM - ALL	5	5	5	\$0		\$0
APPS	0	0	0	\$0		\$0
CIOSS	3	3	3	\$0		\$0
CSBCS	0	0	0	\$0		\$0
DBCS	26	31	38	\$75,000	\$75,000	\$0
DBCS-OSS	6	6	0	\$0		\$0
DIOSS	7	7	7	\$0		\$0
FSS	0	0	0	\$0		\$0
SPBS/APBS	0	0	0	\$80,000	\$80,000	\$0
UFSM	0	0	0	\$0		\$0
FC / MICRO MARK	0	0	0	\$0		\$0
ROBOT GANTRY	0	0	0	\$0		\$0
HSTS / HSUS	0	0	0	\$0		\$0
LCTS / LCUS	3	3	3	\$0		\$0
LIPS	0	0	0	\$80,000		(\$80,000)
MPBCS-OSS	0	0	0	\$0		\$0
TABBER	0	0	0	\$0		\$0
PIV	0	0	0	\$0		\$0
LCREM	1	1	1	\$0		\$0
Totals	57	62	64	\$235,000	\$155,000	(\$80,000)

(10) Notes:

Additional LIPS not yet moved, pending other NOM activities that have been delayed at this time.

Carried to
Space Evaluation and
Other Costs

Maintenance

Last Saved: November 25, 2014

PIR Type*: Final PIR

Date Range of Data:

Oct-01-2013

Sep-30-2014

Losing Facility: Oshkosh P&DF

Gaining Facility:

Milwaukee P&DC

	(1)	(2)	(3)	(4)	(5)
Workhour Activity	Pre AMP Costs	Proposed Costs	Final PIR Costs	Variance Final PIR to Pre AMP	Variance Final PIR to Proposed
LDC 36 Mail Processing Equipment	\$ 702,265	\$ 59,693	\$ 825,620	\$ 123,355	\$ 765,928
LDC 37 Building Equipment	\$ 379,342	\$ 311,061	\$ 270,012	\$ (109,331)	\$ (41,049)
LDC 38 Building Services (Custodial Cleaning)	\$ 614,722	\$ 338,097	\$ 605,478	\$ (9,244)	\$ 267,381
LDC 39 Maintenance Operations Support	\$ 51,664	\$ 0	\$ 104,193	\$ 52,529	\$ 104,193
LDC 93 Maintenance Training	\$ 11,461	\$ 11,461	\$ 23,559	\$ 12,098	\$ 12,098
Workhour Cost Subtotal	\$ 1,759,454	\$ 720,311	\$ 1,828,861	\$ 69,408	\$ 1,108,550
Parts and Supplies					
Maintenance Parts, Supplies & Facility Utilities	\$ 411,622	\$ 150,000	\$ 490,232	\$ 78,610	\$ 340,232
Adjustments (from "Other Curr vs Prop" tab)	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Grand Total	\$ 2,171,076	\$ 870,311	\$ 2,319,094	\$ 148,018	\$ 1,448,783

(11) Final PIR vs Pre AMP - Maintenance Savings:

(12) Final PIR vs Proposed - Maintenance Savings:

	(6)	(7)	(8)	(9)	(10)
Workhour Activity	Pre AMP Costs	Proposed Costs	Final PIR Costs	Variance Final PIR to Pre AMP	Final PIR to Pre Proposed
LDC 36 Mail Processing Equipment	\$ 7,522,445	\$ 7,806,884	\$ 7,488,807	\$ (33,639)	\$ (318,077)
LDC 37 Building Equipment	\$ 2,130,739	\$ 2,130,739	\$ 2,289,210	\$ 158,472	\$ 158,472
LDC 38 Building Services (Custodial Cleaning)	\$ 3,242,321	\$ 3,595,788	\$ 3,551,752	\$ 309,431	\$ (44,036)
LDC 39 Maintenance Operations Support	\$ 872,038	\$ 933,254	\$ 719,769	\$ (152,268)	\$ (213,485)
LDC 93 Maintenance Training	\$ 190,678	\$ 190,678	\$ 96,242	\$ (94,435)	\$ (94,435)
Workhour Cost Subtotal	\$ 13,958,220	\$ 14,657,342	\$ 14,145,780	\$ 187,560	\$ (511,562)
Parts and Supplies					
Maintenance Parts, Supplies & Facility Utilities	\$ 2,505,179	\$ 2,555,179	\$ 2,769,258	\$ 264,079	\$ 214,079
Adjustments (from "Other Curr vs Prop" tab)	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Grand Total	\$ 16,463,399	\$ 17,212,521	\$ 16,915,039	\$ 451,639	\$ (297,482)

\$599,657

\$1,151,300

(These numbers carried forward to the Executive Summary)

(These numbers carried forward to the Executive Summary)

(13) Notes:

*Data in PIR columns is annualized for First PIR.

rev 1/8/2008

Distribution Changes

Last Saved: November 25, 2014

Losing Facility : Oshkosh P&DF

PIR Type: Final PIR

Type of Distribution Consolidated: Destinating

Date Range of Data: Oct-01-2013 -- to -- Sep-30-2014

Place a "X" next to the DMM labeling list(s)
revised as result of the approved AMP.

Identify the date of the *Postal Bulletin* that contained DMM labeling list revisions.

(1)

<input type="checkbox"/>	DMM L001	<input type="checkbox"/>	DMM L011
<input checked="" type="checkbox"/>	DMM L002	<input type="checkbox"/>	DMM L201
<input type="checkbox"/>	DMM L003	<input checked="" type="checkbox"/>	DMM L601
<input type="checkbox"/>	DMM L004	<input type="checkbox"/>	DMM L602
<input checked="" type="checkbox"/>	DMM L005	<input type="checkbox"/>	DMM L603
<input type="checkbox"/>	DMM L006	<input type="checkbox"/>	DMM L604
<input type="checkbox"/>	DMM L007	<input checked="" type="checkbox"/>	DMM L605
<input type="checkbox"/>	DMM L008	<input type="checkbox"/>	DMM L606
<input checked="" type="checkbox"/>	DMM L009	<input checked="" type="checkbox"/>	DMM L607
<input type="checkbox"/>	DMM L010	<input type="checkbox"/>	DMM L801

(2) PB 22372 (9-19-13)

Was the Service Standard Directory updated for the approved AMP?

(3) Yes

(4) Drop Shipments for Destination Entry Discounts

FAST Appointment Summary Report

Month	Losing / Gaining Facility	NASS Code	Facility Name	Total Schd	No-Show		Late Arrival		Open		Closed		Unschd Count
					Count	%	Count	%	Count	%	Count	%	
Aug '14	Losing Facility	549	Oshkosh P&DF	194	25	12.89%	38	19.59%	0	0.00%	169	87.11%	6
Sept '14	Losing Facility	549	Oshkosh P&DF	218	41	18.81%	40	18.35%	3	1.38%	174	79.82%	6
Aug '14	Gaining Facility	530	Milwaukee P&DC	362	81	22.38%	92	25.41%	0	0.00%	279	77.07%	119
Sept '14	Gaining Facility	530	Milwaukee P&DC	411	101	24.57%	95	23.11%	5	1.22%	305	74.21%	138

(5) **Notes:** _____

Customer Service Issues

Last Saved: November 25, 2014

Losing Facility: Oshkosh P&DF

5-Digit ZIP Code: 54902

Data Extraction Date: 10/07/14

1. Collection Points

Number picked up before 1 p.m.
Number picked up between 1-5 p.m.
Number picked up after 5 p.m.
Total Number of Collection Points

3-Digit ZIP Code: 549				3-Digit ZIP Code:				3-Digit ZIP Code:				3-Digit ZIP Code:			
Pre AMP		PIR		Pre AMP		PIR		Pre AMP		PIR		Pre AMP		PIR	
Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.	Mon. - Fri.	Sat.
37	187	43	191	0	0			0	0			0	0		
310	139	255	118	0	0			0	0			0	0		
37	19	28	11	0	0			0	0			0	0		
384	345	326	320	0	0	0	0	0	0	0	0	0	0	0	0

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

0

3. How many "local delivery" boxes were removed as a result of AMP?

0

4. Delivery Performance Report

% Carriers returning after 1700

Pre AMP		Final PIR	
Quarter/FY	Percent	Quarter/FY	Percent
Q1 2013	22.3%	Q1 2014	28.1%
Q2 2013	29.2%	Q2 2014	32.0%
Q3 2013	21.2%	Q3 2014	11.3%
Q4 2013	21.4%	Q4 2014	13.5%

5. Retail Unit Inside Losing Facility (Window Service Times)

	Pre AMP		Proposed		Final PIR	
	Start	End	Start	End	Start	End
Monday	8:00	18:30	8:00	18:30	8:00	18:30
Tuesday	8:00	18:30	8:00	18:30	8:00	18:30
Wednesday	8:00	18:30	8:00	18:30	8:00	18:30
Thursday	8:00	18:30	8:00	18:30	8:00	18:30
Friday	8:00	18:30	8:00	18:30	8:00	18:30
Saturday	9:00	14:30	9:00	14:30	9:30	14:00

6. Business (Bulk) Mail Acceptance Hours

	Pre AMP		Proposed		Final PIR	
	Start	End	Start	End	Start	End
Monday	10:00	18:00	10:00	18:00	10:00	18:00
Tuesday	10:00	18:00	10:00	18:00	10:00	18:00
Wednesday	10:00	18:00	10:00	18:00	10:00	18:00
Thursday	10:00	18:00	10:00	18:00	10:00	18:00
Friday	10:00	18:00	10:00	18:00	10:00	18:00
Saturday	Closed	Closed	Closed	Closed	Closed	Closed

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

Yes

8. Notes:

Gaining Facility: Milwaukee P&DC

9. What postmark is printed on collection mail?



rev 1/9/2008

Space Evaluation and Other Costs

Last Saved: November 25, 2014

Losing Facility: Oshkosh P&DF

Date: _____

Space Evaluation

1. Affected Facility

Facility Name: Oshkosh P&DF
 Street Address: 1025 W 20th Ave
 City, State ZIP: Oshkosh WI 54902

2. One-Time Costs

	Proposed	Final PIR	Difference Final PIR vs Approved
Enter any one-time costs:	\$1,248,000	\$1,148,000	(\$100,000)
		(These numbers shown below under One-Time Costs section.)	

3. Savings Information

	Proposed	Final PIR	Difference Final PIR vs Approved
Space Savings (\$):	\$0	\$0	\$0
		(These numbers carried forward to the Executive Summary)	

4. Did you utilize the acquired space as planned? Explain.

Yes. Used as hub and parcel sorting facility.

5. Notes: In Oshkosh - Demolish 1st floor area under mechanical penthouse.

Install ramping and raise APBS to match existing 10 inch height difference.

Rebuild walls, restrooms, add electrical and HVAC, move machines, install APBS.

LMS removal. In Milwaukee - medical unit removal, machine moves.

One-Time Costs

	Proposed	Final PIR	Difference (Final PIR vs Approved)
Employee Relocation Costs	\$0	\$0	\$0
Mail Processing Equipment Relocation Costs (from MPE Inventory)	\$235,000	\$155,000	(\$80,000)
Facility Costs (from above)	\$1,248,000	\$1,148,000	(\$100,000)
Total One-Time Costs	\$1,483,000	\$1,303,000	(\$180,000)
		PIR costs carried forward to Executive Summary)	

Remote Encoding Center Cost per 1000

Losing Facility: Oshkosh P&DF

Gaining Facility: Milwaukee P&DC

Pre-AMP: FY 2012

Range of Report

PIR: FY 2013

(1) Product	(2) Pre AMP Associated REC	(3) Pre AMP Cost per 1,000 Images	(4) Final PIR Associated REC	(5) Final PIR Cost per 1,000 Images
Letters	Wichita	\$34.10	National REC	\$35.35
Flats	Wichita	\$34.65	National REC	\$36.30
PARS COA	Wichita	\$196.02	National REC	\$217.81
PARS Redirects	Wichita	\$34.12	National REC	\$31.19
APPS	Wichita	\$34.66	National REC	\$36.47

(6) Product	(7) Pre AMP Associated REC	(8) Pre AMP Cost per 1,000 Images	(9) Final PIR Associated REC	(10) Final PIR Cost per 1,000 Images
Letters	Wichita	\$34.10	National REC	\$35.35
Flats	Wichita	\$34.65	National REC	\$36.30
PARS COA	Wichita	\$196.02	National REC	\$217.81
PARS Redirects	Wichita	\$34.12	National REC	\$31.19
APPS	Wichita	\$34.66	National REC	\$36.47