

U.S. Postal Service Board of Governors: Overview and Pending Nominees

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Summary

Unlike other executive agencies, the United States Postal Service (USPS) is governed not by a single presidentially appointed, Senate-confirmed agency head but rather by an entity known as the Board of Governors of the U.S. Postal Service. The board was created by the Postal Reorganization Act in 1970 (PRA, 39 U.S.C. §202). The USPS describes the board as “comparable to a board of directors of a private corporation.”

As currently constructed under the Postal Accountability and Enhancement Act of 2006 (PAEA, P.L. 109-435), the board consists of the postmaster general, the deputy postmaster general, and nine governors appointed to staggered terms of seven years. The governors appoint, or may remove, the postmaster general by a majority vote of the governors in office. The deputy postmaster general is appointed, or may be removed, by a majority vote of the postmaster general and the governors in office. Currently, there are six Senate-confirmed governors and three governor vacancies on the board. At the end of the 118th Congress, President Biden had four nominees pending before the Senate. On January 3, 2025, all four nominations were returned under Senate Rule XXXI at the conclusion of the 118th Congress. As of the date of this report, no nominations are pending.

Under Title 39, Section 205, of the *U.S. Code*, vacancies do not prevent the board from conducting its business so long as there is a quorum of six members. For example, if the postmaster general, deputy postmaster general, and four governors are present, then the board would have a quorum for the transaction of business.

Although the board, as a whole, has many authorities and responsibilities, certain matters are reserved for decision by the governors alone, such as:

- the establishment of rates and classes of competitive products,
- the adjustment of rates for market dominant products, and
- setting compensation for the postmaster general and deputy postmaster general.

Additionally, certain matters are reserved for the postmaster general, such as appointment of the USPS general counsel, chief postal inspector, chief operating officer, executive vice president, and other executive officers.

The postmaster general serves as chief executive officer of USPS and is responsible for the overall operations of USPS. As directed by the board, the postmaster general directs the powers of USPS except for those matters reserved for either the board or the governors. The deputy postmaster general acts as postmaster general during the postmaster general’s absence or disability or when the position is vacant. Currently, the deputy postmaster general also serves as the chief human resources officer of USPS.

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Background: U.S. Postal Service Board of Governors

The Board of Governors of the U.S. Postal Service (USPS) was created by the Postal Reorganization Act in 1970 (PRA, 39 U.S.C. §202). USPS describes the board as “comparable to a board of directors of a private corporation.”¹ Guided by statute and its bylaws, the board “directs the exercise of the powers of the Postal Service, reviews the practices and policies of the Postal Service, and directs and controls the expenditures of the Postal Service.”²

The board is composed of 11 members—nine governors who are appointed by the President with the advice and consent of the Senate; the postmaster general, who is appointed, or may be removed, by a favorable vote of a majority of the governors in office; and the deputy postmaster general, who is appointed, or may be removed, by a majority vote of the postmaster general and the governors currently in office.³

As noted in a USPS Office of Inspector General white paper, as an executive branch agency, USPS is to be led by presidentially appointed and Senate-confirmed officers.⁴ The nine postal governors serve this role. Unlike the heads of most executive branch agencies, the postal governors do not serve full-time. Instead, the postal governors meet periodically, on a regular schedule, together with the postmaster general and deputy postmaster general.⁵

In addition to their duties on the postal board, the postmaster general and deputy postmaster general each hold full-time positions on the USPS Executive Leadership Team.⁶ Within the Executive Leadership Team, the postmaster general serves as chief executive officer, while the current deputy postmaster general serves as the chief human resources officer.⁷

Appointments to the Board of Governors

Appointment of the Governors

Under the PRA, governors served nine-year terms, with the first nine appointees serving staggered terms of one to nine years. The Postal Accountability and Enhancement Act of 2006 (PAEA, P.L. 109-435) reduced the governors’ staggered terms to seven years. Additionally, the PAEA requires that governors represent the public interest and that at least four governors be chosen based on their demonstrated ability to manage organizations with at least 50,000 employees. No more than five governors may belong to the same political party.

¹ USPS, “About the Board of Governors,” <https://about.usps.com/who/leadership/board-governors/#about>.

² 39 C.F.R. §3.1.

³ 39 U.S.C. §202. Two bills introduced in the 115th Congress—H.R. 756, the Postal Service Reform Act of 2017, and S. 2629, the Postal Service Reform Act of 2018—would have reduced the number of governors to five.

⁴ USPS Office of Inspector General, *Governance of the U.S. Postal Service*, November 10, 2016, <https://www.uspsoidg.gov/sites/default/files/reports/2023-01/RARC-WP-17-002.pdf>.

⁵ 39 C.F.R. §6.1. Meetings are scheduled by the board, though the chairman may call a special meeting by serving notice to the other members (39 C.F.R. §6.2).

⁶ The USPS Executive Leadership Team consists of the postmaster general, the deputy postmaster general, and eight executive vice presidents, including the chief financial officer, chief information officer, and general counsel. USPS, “Executive Leadership Team,” <https://about.usps.com/who/leadership/pmg-exec-leadership-team.htm>; and USPS, “Postmaster General Direct Reports,” <https://about.usps.com/who/leadership/hq-org-pmg-direct-reports.pdf>.

⁷ USPS, “Executive Leadership Team.”

The President is required by law to consult with the Speaker of the House of Representatives, the minority leader of the House of Representatives, the majority leader of the Senate, and the minority leader of the Senate in selecting a nominee to the Board of Governors. While the statute stipulates that “not more than 5 of [the governors] may be adherents of the same political party,” it does not specify an order in which nominations are to be considered and confirmed to satisfy this requirement.⁸

Because USPS governor nominations are advice and consent positions, Senate procedural considerations may affect the confirmation process. For example, a governor nomination, like any other measure or matter available for Senate floor consideration, may be the subject of a Senate “hold.” Senators place holds to accomplish a variety of purposes—to receive notification of upcoming legislative proceedings, for instance, or to express objections to a particular proposal or executive nomination—but ultimately the decision to honor a hold request, and for how long, rests with the majority leader.⁹

Postal governors may serve a maximum of two terms and may be removed only for cause.¹⁰ A governor may continue to serve an additional “holdover” year following the expiration of his or her term pending the confirmation of a successor.¹¹

Appointment of the Postmaster General and Deputy Postmaster General

Typically, an executive agency head is appointed by the President with the advice and consent of the Senate. In the case of USPS, however, the postmaster general is appointed, or may be removed, by the governors.¹² Similarly, the deputy postmaster general is appointed or may be removed by the postmaster general and the governors.¹³

The governors set the term for the postmaster general.¹⁴ The governors and postmaster general set the term for the deputy postmaster general.¹⁵ No term limits exist for either the postmaster general or the deputy postmaster general.

Members of the Board of Governors

Current and Former Postal Governors

As of the date of this report, the board has six governors, including four governors appointed by President Biden and two appointed by President Trump.

Table 1 provides information on the current postal governors, listed in order of term expiration.

⁸ 39 U.S.C. §202(a)(2).

⁹ For more information on Senate “holds,” see CRS Report R43563, “Holds” in the Senate, by Mark J. Oleszek.

¹⁰ 39 U.S.C. §202(b)(2); 39 U.S.C. §202(a)(1).

¹¹ 39 U.S.C. §202(b)(1).

¹² 39 U.S.C. §202(c).

¹³ 39 U.S.C. §202(d).

¹⁴ 39 U.S.C. §202(c).

¹⁵ 39 U.S.C. §202(d).

Table I. Current Postal Governors, as of January 6, 2025

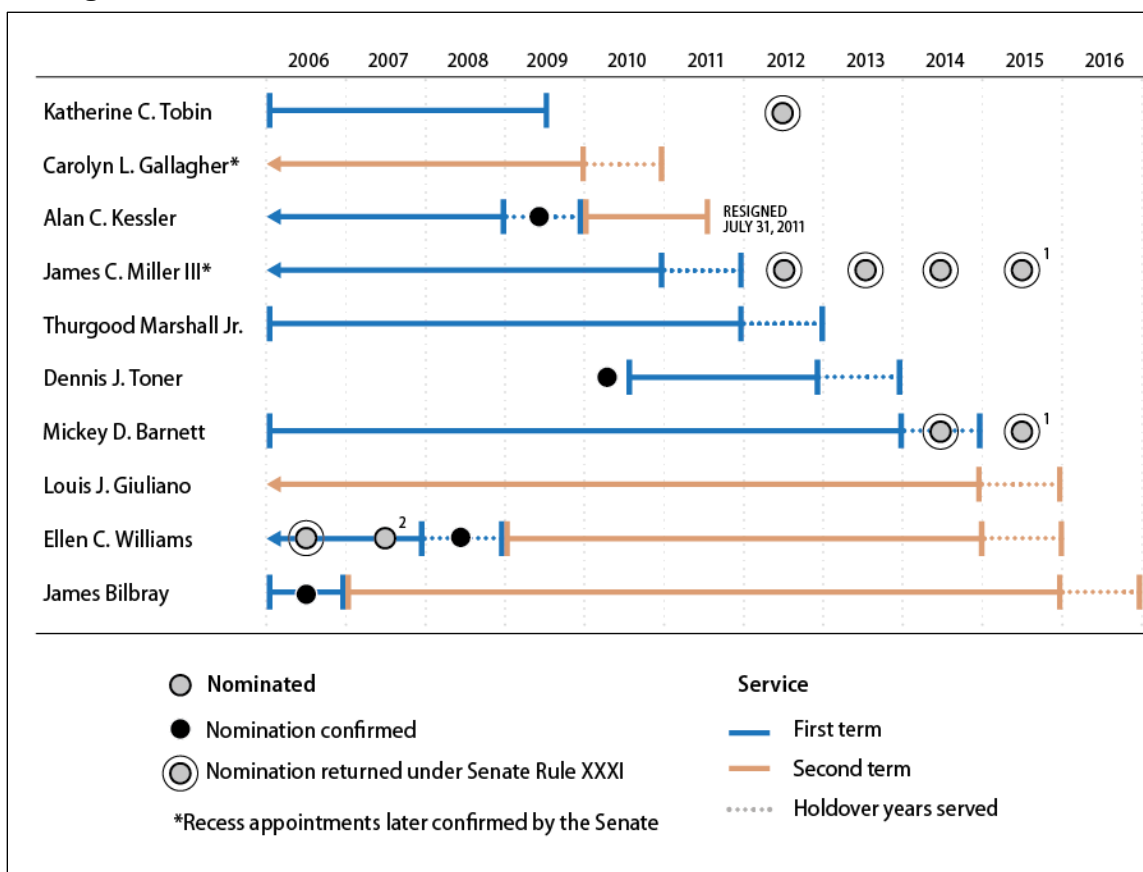
Governor	Appointed by	Term Expires
Roman Martinez IV	President Trump	December 8, 2024 (currently serving a holdover year, which expires December 8, 2025)
Robert M. Duncan	President Trump	December 8, 2025
Amber F. McReynolds	President Biden	December 8, 2026
Daniel Mark Tangherlini	President Biden	December 8, 2027
Derek Kan	President Biden	December 8, 2028
Ronald A. Stroman	President Biden	December 8, 2028

Source: Congress.gov; USPS, “Leadership: Members of the Board of Governors,” <https://about.usps.com/who/leadership/board-governors>.

Notes: Robert M. Duncan and Ronald A. Stroman are in their second terms. All others are eligible for reappointment.

The term of Governor Roman Martinez IV expired on December 8, 2024. He is currently serving a holdover year, which expires on December 8, 2025.

Figure 1 shows the terms of governors serving at the time the PAEA was enacted and governors appointed or reappointed between enactment of the PAEA and the expiration of Governor James Bilbray’s term in 2016. As shown in **Figure 1**, by the end of his term in 2016, Governor Bilbray was the sole governor on the board.

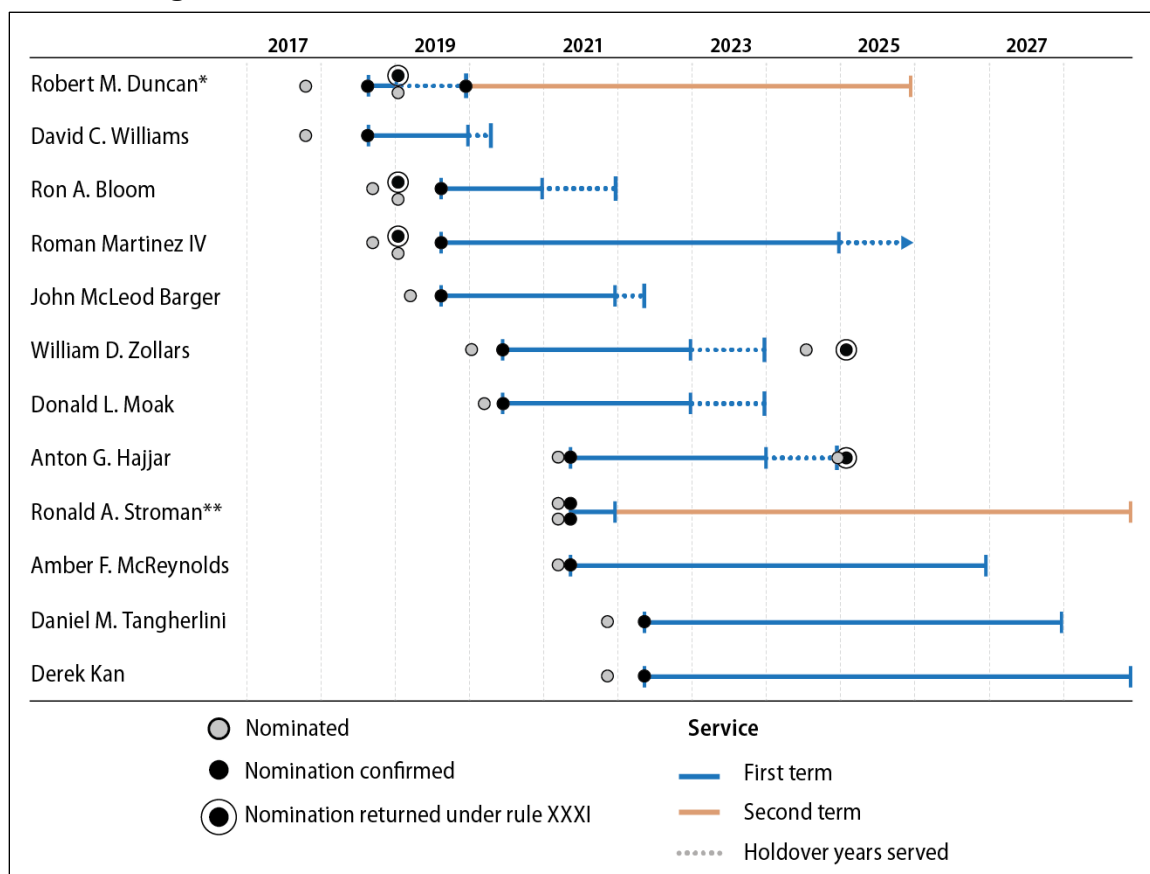
Figure 1. USPS Governor Terms of Service from Enactment of PAEA to 2016

Source: CRS graphic created using nominations data from Congress.gov and data received via email from U.S. Postal Service on March 16, 2016.

Notes: Graphic includes governors serving at the time the PAEA was enacted and governors appointed or reappointed since the PAEA was enacted. (1) These nominations were returned under Senate Rule XXXI at the conclusion of the 114th Congress in 2017. (2) This nomination was withdrawn.

Between December 8, 2016, and August 8, 2018, there were no governors on the board. On October 30, 2017, President Trump submitted two nominees for governor to the Senate.¹⁶ The Senate confirmed both nominees on August 8, 2018. **Figure 2** shows the terms of the governors from 2017 to the present.

¹⁶ While there were two nominees—Robert M. Duncan and David C. Williams—there were three nominations, because President Trump nominated Duncan for a first term and for renomination.

Figure 2. USPS Governor Terms of Service from 2017 to Present

Source: CRS graphic created using nominations data from Congress.gov.

Notes: President Trump submitted two nominations for Robert M. Duncan to the Senate on October 30, 2017—one for a first term and another for reappointment to a second term. The Senate confirmed Duncan's nomination for a first term on August 28, 2018. The nomination for his reappointment was returned under Senate Rule XXXI at the end of the 115th Congress. He was renominated on January 16, 2019, at the start of the 116th Congress and confirmed for a second term on December 5, 2019. Similarly, Ronald A. Stroman was nominated for both a first term and reappointment to a second term on March 15, 2021. Both nominations were confirmed on May 12, 2021. President Biden submitted nominations for William D. Zollars and Anton G. Hajjar for reappointment following the conclusion of their holdover years. Both nominations were returned under Senate Rule XXXI at the end of the 118th Congress.

Postal Governor Vacancies and Pending Nominees

As of January 6, 2025, there are three vacancies for postal governor. In addition, Roman Martinez IV, whose term expired on December 8, 2024, is currently serving a holdover year until his replacement is confirmed. On January 3, 2025, there were four pending nominations:

- Gordon Hartogensis for a term expiring December 8, 2031.¹⁷
- Val Butler Demings for a term expiring December 8, 2030.¹⁸

¹⁷ Congress.gov, "Nominations Database," <https://www.congress.gov/nomination/118th-congress/2038>.

¹⁸ Congress.gov, "Nominations Database," <https://www.congress.gov/nomination/118th-congress/2005>.

- William D. Zollars for a term expiring December 8, 2029.¹⁹ This would be his second term. He previously served as governor from June 22, 2020, until his holdover year ended on December 8, 2023.
- Anton G. Hajjar for a term ending December 8, 2029.²⁰ This would be his second term. He previously served as governor from June 15, 2021, until his holdover year ended on December 8, 2024.

In February 2024, President Biden nominated Martin Joseph Walsh for a term expiring December 8, 2029.²¹ President Biden withdrew this nomination on November 14, 2024.²²

On November 14, 2024, the Senate Committee on Homeland Security and Governmental Affairs held a hearing to consider several nominations, including those of Demings, Zollars, and Hartogensis.²³ These three nominees were reported favorably by the committee on November 20, 2024, and placed on the Senate calendar. The nomination of Hajjar was received in the Senate and referred to the committee on December 16, 2024.

On December 20, 2024, Senator Rand Paul objected to a motion to consider the four nominations for postal governor, stating, “We should return these nominees and give President Trump the opportunity to review the Postal Service, to review the postal picks, to review the current situation, and allow him to determine who is best fit to fix the Postal Service.”²⁴ At the end of the 118th Congress on January 3, 2025, the four pending nominations were returned under Senate Rule XXXI.

Current and Former Postmasters General and Deputy Postmasters General

Prior to enactment of the PRA and the establishment of USPS as an independent agency of the executive branch,²⁵ the postmaster general and deputy postmaster general were presidentially appointed, Senate confirmed positions.²⁶ Under the PRA, the postmaster general is appointed, or may be removed, by the governors,²⁷ while the deputy postmaster general is appointed, or may be removed by, the postmaster general and the governors.²⁸ Since enactment of the PRA in 1970,

¹⁹ Congress.gov, “Nominations Database,” <https://www.congress.gov/nomination/118th-congress/2006>.

²⁰ Congress.gov, “Nominations Database,” <https://www.congress.gov/nomination/118th-congress/2289>

²¹ Congress.gov, “Nominations Database,” <https://www.congress.gov/nomination/118th-congress/1477>.

²² The White House, “Press Release: Nominations and Withdrawals Sent to the Senate,” November 14, 2024, <https://www.whitehouse.gov/briefing-room/statements-releases/2024/11/14/press-release-nominations-and-withdrawals-sent-to-the-senate>.

²³ U.S. Congress, Senate Homeland Security and Governmental Affairs Committee, *Nominations of the Honorable Martin J. Walsh, the Honorable Val Butler Demings, the Honorable William Zollars, and the Honorable Gordon Hartogensis to be Governors, United States Postal Service, and James G. Lake and Nicholas G. Miranda to be Associate Judges, Superior Court of the District of Columbia*, 118th Cong., 2nd sess., November 14, 2024.

²⁴ *Congressional Record*, vol. 170, part 139 (December 19, 2024), p. S5895.

²⁵ 39 U.S.C. §201.

²⁶ Between 1789 and 1969, there were 59 postmasters general appointed by the President. The position of deputy postmaster general was created by President Truman in 1949 under Reorganization Plan No. 3 of 1949 (14 *Federal Register* 5225). Between 1949 and 1969, there were nine deputy postmasters general appointed by the President. USPS, “Postal History: List of Postmasters General,” <https://about.usps.com/who/profile/history/list-of-postmasters-general.htm>; and USPS, “Postal History: Deputy Postmasters General,” <https://about.usps.com/who/profile/history/list-of-deputy-postmasters-general.htm>.

²⁷ 39 U.S.C. §202(c).

²⁸ 39 U.S.C. §202(d).

there have been 14 postmasters general appointed by the governors and 12 deputy postmasters general appointed by the governors and the postmaster general.²⁹

Table 2. Postmasters General Appointed by the Governors

Postmaster General	Date Took Office
Winton M. Blount	January 22, 1969; July 1, 1971 ^a
E. T. Klassen	January 1, 1972
Benjamin F. Bailar	February 16, 1975
William F. Bolger	March 15, 1978
Paul N. Carlin	January 1, 1985
Albert V. Casey	January 7, 1986
Preston R. Tisch	August 16, 1986
Anthony M. Frank	March 1, 1988
Marvin T. Runyon	July 6, 1992
William J. Henderson	May 16, 1998
John E. Potter	June 1, 2001
Patrick R. Donahoe	December 6, 2010
Megan J. Brennan	February 1, 2015
Louis DeJoy	June 15, 2020

Source: USPS, “Postal History: List of Postmasters General.”

Note:

- a. Winton M. Blount was first appointed postmaster general by President Nixon on January 22, 1969. Following enactment of the PRA, he was reappointed postmaster general by the postal governors.

Table 3. Deputy Postmasters Appointed by the Governors and Postmaster General

Deputy Postmaster General	Date Took Office
Merrill A. Hayden	September 27, 1971
Benjamin F. Bailar	December 3, 1974
William F. Bolger	September 4, 1975
James V. P. Conway	April 4, 1978
C. Neil Benson	July 1, 1980
James H. Finch Jr.	June 1, 1983
Jackie A. Strange	February 16, 1985
Michael S. Coughlin	January 5, 1987
John M. Nolan	February 5, 2000
Patrick R. Donahoe	April 30, 2005
Ronald A. Stroman	April 4, 2011
Douglas A. Tulino	May 12, 2021

²⁹ USPS, “Postal History: List of Postmasters General”; and USPS, “Postal History: Deputy Postmasters General.”

Source: USPS, “Postal History: Deputy Postmasters General.”

Requirements for a Quorum

Under Title 39, Section 205, of the *U.S. Code*, vacancies do not prevent the board from conducting its business so long as there is a quorum of members. To have a quorum, at least six members of the board must be present (either in person or via teleconference). For example, if the postmaster general, deputy postmaster general, and at least four governors are present, then the board would have a quorum for the transaction of business.

The board was without a quorum from December 8, 2014, through August 20, 2019, when the number of confirmed governors dropped to three. Immediately prior to the loss of its quorum, the board adopted a resolution delegating its authority to a Temporary Emergency Committee (TEC) in order to “provide for continuity of [postal] operations.”³⁰ The TEC continued to exercise selected powers until the board had enough governors to constitute a quorum.

The board was also without a quorum from June 1, 2020, through June 18, 2020, following the resignation of the deputy postmaster general. For continuity of operations, the board again delegated its powers to the TEC.³¹

In 2021, the board updated its bylaws regarding operations in the absence of a quorum.³² The bylaws now read, in part,

When, by reason of death, incapacity, or disruption of transportation and communications, a quorum of the Board of Governors cannot reasonably be assembled, or when vacancies on the Board make it impossible for a quorum to assemble, the remaining members of the Board who are able to assemble are constituted a Temporary Emergency Committee of the Board of Governors.³³

Responsibilities of the Governors Compared with Those of the Board

The PRA makes a distinction between the authorities and responsibilities of the board and those of the governors. Within postal statutes and regulations, references to the “Governors” indicate the nine presidentially appointed and Senate-confirmed governors, while references to the “Board” indicate the nine governors plus the postmaster general and deputy postmaster general.³⁴ Although many authorities and responsibilities are given to the board, certain matters are reserved for decision by the governors alone. **Table 4** lists selected matters that are reserved for decision by the governors alone or by the full board.

³⁰ USPS, “Exercise of Powers Reserved to the Governors and the Board of Governors,” 79 *Federal Register* 74780, December 16, 2014, <https://www.govinfo.gov/content/pkg/FR-2014-12-16/pdf/2014-29344.pdf>. Notice of the resolution was published in the *Federal Register* on December 16, 2014, with an effective date of November 14, 2014.

³¹ USPS, Form 8-K, p. 2, <https://about.usps.com/what/financials/periodic-reports-8k/05-13-2020.pdf>.

³² USPS, “Bylaws of the Board of Governors of the United States Postal Service,” 86 *Federal Register* 10011, February 18, 2021, <https://www.govinfo.gov/content/pkg/FR-2021-02-18/pdf/2021-00485.pdf>.

³³ 39 C.F.R. §6.8.

³⁴ 39 U.S.C. §102(2); 39 U.S.C. §102(3); 39 C.F.R. §101.

Table 4. Selected Authorities and Responsibilities of the Governors and of the Board

Reserved for Decision by the Governors (39 C.F.R. §3.4)	Reserved for Decision by the Board (39 C.F.R. §3.3)
Appointment, pay, term of service, and removal of the postmaster general ^a ; with the commissioners of the Postal Regulatory Commission (PRC), appointment and removal of USPS inspector general ^b	Adoption of the bylaws of the board
Establishment of rates and classes of competitive products	Approval of the annual Postal Service Finance Plan, Operating Plan, and Capital Plan
Authorization of USPS to adjust the rates and fees for market dominant products	Approval of the annual financial statements of USPS following receipt of the annual report of USPS's independent, certified public accounting firm
Authorization of USPS to request that the PRC change the lists of market dominant and competitive products ^c	Authorization of USPS, in consultation with the PRC, to establish service standards ^d
Authorization of USPS to file a request with the PRC for adjustment of rates on an expedited basis due to extraordinary or exceptional circumstances	Authorization of USPS to request that the PRC submit an advisory opinion on a proposed change to certain postal services
Selection of an independent, certified public accounting firm to certify the accuracy of USPS financial statements ^e	Approval of official statements adopting major policy positions and of official positions on legislative proposals having a major impact on USPS

Sources: 39 C.F.R. §3.3; 39 C.F.R. §3.4.

Notes:

- a. 39 U.S.C. §202(c).
- b. 39 U.S.C. §202(e).
- c. The PRC is granted this authority under 39 U.S.C. §3642.
- d. The PRC is granted this authority under 39 U.S.C. §3691.
- e. USPS is required to obtain this certification under 39 U.S.C. §2008(e).

Responsibilities and Authorities of the Postmaster General and Deputy Postmaster General

While certain matters are reserved for the board or the governors, other matters are reserved for the postmaster general. For example, the postmaster general is responsible for the appointment of the USPS general counsel, chief postal inspector, chief operating officer, executive vice president, and other executive officers.³⁵ Additionally, the postmaster general, together with the commissioner of U.S. Customs and Border Protection and the Secretary of Homeland Security, is responsible for implementing certain provisions of the Synthetic Trafficking and Overdose Prevention Act of 2018 and ensuring USPS compliance with selected requirements of the act.³⁶

The postmaster general serves as chief executive officer of USPS and is responsible for USPS operations.³⁷ The postmaster general, as directed by the board, directs the powers of USPS except for those matters reserved for either the board or the governors.³⁸ As chief executive officer, the

³⁵ 39 U.S.C. §204; 39 C.F.R. §221.4.

³⁶ Title VIII, Subtitle A of P.L. 115-271.

³⁷ 39 U.S.C. §203; 39 C.F.R. §221.5(a); USPS, “Postal Leadership: Louis DeJoy, Postmaster General and Chief Executive Officer,” <https://about.usps.com/who/leadership/officers/pdf/louis-dejoy.pdf>.

³⁸ 39 C.F.R. §221.5(a)(3).

postmaster general is the head of the Executive Leadership Team and is the final decisionmaking authority on matters such as:

- dedication of postal facilities by USPS,³⁹
- approval of the use of postal facilities as election polling locations,⁴⁰ and
- appointment of members of the Citizens' Stamp Advisory Committee and final selection of new postage stamp designs.⁴¹

Under Title 39, Section 402, of the *U.S. Code*, the board may delegate to the postmaster general any of its authorities, except those that are reserved to the governors.⁴² Through its bylaws, the board delegated to the postmaster general the authority to “exercise the powers of the Postal Service to the extent that this delegation of authority does not conflict with powers reserved to the Governors or to the Board by law, these bylaws, or resolutions adopted by the Board.”⁴³ Further, the postmaster general may redelegate those authorities to other USPS officers, employees, or agencies.⁴⁴

The deputy postmaster general acts as postmaster general during the postmaster general's absence or disability or when the position is vacant.⁴⁵ Currently, the deputy postmaster general also serves as the chief human resources officer of USPS and interim chair of the board's Operations Committee (discussed below).⁴⁶

Committees and Activities of the Postal Board of Governors

Title 39, Section 402, of the *U.S. Code* provides the board with the authority to establish committees to assist in carrying out its duties and functions. The board may also delegate to such committees any authorities not reserved to the governors.⁴⁷ As of May 11, 2024, the board has four standing committees:

1. The Audit and Finance Committee assists in the preparation of financial statements, financial reports, and financial audits,⁴⁸

³⁹ USPS, Postal Operations Manual, §123.413(e). Approval of the postmaster general is not required for dedication of postal facilities by Congress. For additional information, see CRS In Focus IF12656, *Postal Primer: Post Office Naming*, by Michelle D. Christensen.

⁴⁰ USPS, Postal Operations Manual, §171.21.

⁴¹ USPS, Postal Operations Manual, §212.7; USPS, “United States Postal Service Stamp Program,” <https://about.usps.com/who/government-relations/assets/postal-101-stamps.pdf>.

⁴² 39 U.S.C. §402; 39 C.F.R. §1.2.

⁴³ 39 C.F.R. §3.5.

⁴⁴ 39 C.F.R. §3.5.

⁴⁵ 39 C.F.R. §4.4; 39 C.F.R. §221.5(b). In the event the postmaster general is incapacitated due to “an enemy attack or other national emergency,” USPS guidance names the deputy postmaster general followed by the vice president of area operations for the Eastern Area in the line of succession to perform the postmaster's duties. USPS, Administrative Support Manual, §286.1.

⁴⁶ USPS, “Postal Leadership: Douglas Tulino, Deputy Postmaster General and Chief Human Resources Officer,” <https://about.usps.com/who/leadership/officers/pdf/douglas-tulino.pdf>.

⁴⁷ 39 U.S.C. §402; 39 C.F.R. §5.1.

⁴⁸ USPS Board of Governors, Resolution No. 22-16, “Charter of the Audit and Finance Committee,” November 9, 2022, <https://about.usps.com/who/leadership/board-governors/pdf/charter-afc.pdf>.

2. The Compensation and Governance Committee reviews proposals related to postal compensation and evaluates policies and practices related to the USPS governance structure;⁴⁹
3. The Operations Committee monitors USPS operations and provides guidance on service performance and systemic changes to the postal retail, processing, and delivery networks;⁵⁰ and
4. The Election Mail Committee monitors USPS's election cycle preparations and oversees USPS election mail processes and procedures.⁵¹

The chairman of the board selects members and a chair for each committee. Any member of the board may serve on a committee, including the postmaster general and deputy postmaster general. However, when a committee considers matters reserved for the governors (e.g., rates for postal products), only the governors may vote. Each committee regularly reports its activities and recommendations to the board either in a written report or oral presentation.

The board provides quarterly open board meetings on USPS's financial status, mail volume trends, and service performance, among other issues. In recent years, the open meetings have included progress reports on the USPS Delivering for America Ten-Year Plan and USPS's Next Generation Delivery Vehicle fleet.

Funding and Compensation for Members of the Postal Board of Governors

Operational expenses for the Postal Board of Governors—including compensation for the postmaster general, deputy postmaster general, and governors—are provided through the Postal Service Fund, which is a revolving fund that consists largely of revenues generated from the sale of postal products and services.⁵²

As discussed earlier in this report, the postmaster general and deputy postmaster general hold full-time positions within the USPS Executive Leadership Team. In comparison, the postal governors serve part-time by attending board meetings throughout the year. This difference is reflected in their compensation.

Compensation for Postmaster General and Deputy Postmaster General

The governors set the pay for the postmaster general and deputy postmaster general.⁵³ Their pay may include base salaries, bonuses, and performance-based incentive compensation. Both the postmaster general and the deputy postmaster general are eligible for USPS pension and health benefits and may receive additional compensation for things such as travel expenditures and security detail services.

⁴⁹ USPS Board of Governors, Resolution No. 22-15, "Charter of the Compensation and Governance Committee," November 9, 2022, <https://about.usps.com/who/leadership/board-governors/pdf/charter-cgc.pdf>.

⁵⁰ USPS Board of Governors, Resolution No. 23-3, "Charter of the Operations Committee," February 9, 2023, <https://about.usps.com/who/leadership/board-governors/pdf/charter-oc.pdf>.

⁵¹ USPS Board of Governors, Resolution No. 22-17, "Charter of the Election Mail Committee," November 9, 2022, <https://about.usps.com/who/leadership/board-governors/pdf/charter-emc.pdf>

⁵² 39 U.S.C. §2003.

⁵³ 39 U.S.C. §202.

In FY2023, the postmaster general's base salary was \$322,055 and the deputy postmaster general's was \$309,085.⁵⁴ Total FY2023 compensation for the postmaster general, including incentive compensation and change to pension value, was \$533,146.⁵⁵ Total compensation for the deputy postmaster general was \$847,712, including bonuses, incentive compensation and a \$432,974 change in pension value.⁵⁶

In FY2024, the postmaster general's base salary was \$336,399, and the deputy postmaster general's was \$323,077 (an increase of approximately 4.5%).⁵⁷ Total FY2024 compensation for the postmaster general, including incentive compensation and change to pension value, was \$561,051, or an increase of approximately 5.2%.⁵⁸ Total compensation for the deputy postmaster general was \$666,582, including bonuses, incentive compensation, and a \$232,916 change in pension value. This was a decrease of approximately 21.4%, due almost entirely to the relatively smaller change in pension value compared to FY2023.⁵⁹

Compensation for Postal Governors

Pay for the governors is set by statute at \$30,000 per year plus \$300 per day for up to 42 meeting days per year.⁶⁰ In FY2024, total pay for each governor ranged from \$35,805 to \$37,634, or an average of \$36,411.⁶¹ The average pay for the governors was \$36,790 in FY2023.⁶² The governors do not receive pension or health benefits.

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⁵⁴ USPS, *2023 Report on Form 10-K*, p. 85, <https://about.usps.com/what/financials/10k-reports/fy2023.pdf>.

⁵⁵ USPS, *2023 Report on Form 10-K*, p. 85.

⁵⁶ USPS, *2023 Report on Form 10-K*, p. 85. The current deputy postmaster general began his career at USPS in 1980 and has served in executive USPS positions since 2005, which may account for the relatively higher value of his USPS pension.

⁵⁷ USPS, *2024 Report on Form 10-K*, p. 87, <https://about.usps.com/what/financials/10k-reports/fy2024.pdf>.

⁵⁸ USPS, *2024 Report on Form 10-K*, p. 87.

⁵⁹ USPS, *2024 Report on Form 10-K*, p. 87.

⁶⁰ 39 U.S.C. §202.

⁶¹ USPS, *2024 Report on Form 10-K*, p. 91.

⁶² USPS, *2023 Report on Form 10-K*, p. 89.

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