

Mr. F. B. Dorf

Bound Brook

Incentive for maintaining low
blood levels

Although the individual and overall average blood
leads have steadily been coming down, they are still
above our goal of 0.07 so we need a new incentive.

I recommend we discontinue the green stamp program
and start awarding cash incentives as follows:

1st reading below 0.06	- \$ 5.00
2nd consecutive reading below 0.06	- 10.00
3rd consecutive reading below 0.06	- 15.00
4th consecutive reading below 0.06	- 20.00

The employee will receive \$20.00 for each test below
0.06 thereafter for a period not to exceed an
additional six months. He would then start over on a
new program with the first award \$5.00.

Under our present rate of sampling, an employee is sent
to the clinic every other month if his blood lead is
below 0.06 so the maximum cost of my proposal would be:

Jan.	- \$ 5.00
Mar.	- 10.00
May	- 15.00
July	- 20.00
Sept.	- 20.00
Nov.	- <u>20.00</u>

\$90.00/employee/year

Following the sampling guideline recommended by Joe Caparossi whereby everyone is tested every month, the maximum cost of the incentive would be:

Jan.	-	\$ 5.00
Feb.	-	10.00
Mar.	-	15.00
Apr.	-	20.00
May - Dec.	-	<u>160.00</u>

\$210.00/employee

In this plan, I would recommend the incentive be modified to limit the yearly maximum award to \$100.00

It is planned to limit this incentive program to the hourly employees, the four shift supervisors, and the maintenance supervisor for a total of approximately twenty-five participants.

H. C. Gaffney

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