



Interoffice Communication

To J. R. Pavao - Houston
From J. A. DeBernardi
Date April 21, 1982
Subject Plant Manpower Analysis

Attached is the information you requested in your telefax of April 20.

A handwritten signature in cursive script, appearing to read "J. A. DeBernardi".

J. A. DeBernardi

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Attachment
cc + attachment
RDG

CCR 000067286

VCM PLANT ORGANIZATION
PLANT PAR SUMMARY

	<u>Approved Par</u>		<u>Payroll Status</u>	<u>Projected Status</u>	
	<u>1981</u>	<u>1982</u>	<u>March 31, 1982</u>	<u>6/30/82</u>	<u>12/31/82</u>
Office Payroll	35	38	36	38	39
Field Payroll	<u>82</u>	<u>82</u>	<u>77</u>	<u>79</u>	<u>80</u>
PLANT TOTAL	117	120	113	117	119

CCR 000067287

VCM PLANT ORGANIZATION
PLANT PAR - OFFICE PAYROLL

<u>POSITION</u>	<u>Approved Par</u>		<u>Payroll Status</u> <u>March 31, 1982</u>	<u>Projected Status</u>		<u>Comments</u>
	<u>1981</u>	<u>1982</u>		<u>6/30/82</u>	<u>12/31/82</u>	
Plant Manager	1	1	1	1	1	
Plant Superintendent	1	1	1	1	1	
Process Superintendent	1	1	1	1	1	
Shift Supervisor	4	4	4	4	4	
Operations Engineer	-	-	-	-	-	Operations Engr. position included in Process Engr. par. Position open at this time.
Maintenance Superintendent	1	1	1	1	1	
Mechanical Supervisor	1	1	1	1	1	
Inst./Elect. Supervisor	1	1	1	1	1	
Mechanical Engineer	1	2	-	-	1	Presently using a contract Mech. Engr. to fill one vacancy. Will proceed with recruiting of experienced M.E. to fill one position and company transfer to fill second opening.
Rotating Equipment Specialist	1	1	1	1	1	
Inspector	1	1	1	1	1	
Chief Chemist	1	1	1	1	1	
Manufacturing Chemist	1	1	1	1	1	
Chief Process Engineer	1	1	1	1	1	
Senior Process Engineer	1	1	1	1	1	
Process Engineer	6	7	8	9	9	Recruited one college Ch.E. graduate in 1982. Two plant Engrs. presently assigned full time to modernization project.
Office Manager	1	1	1	1	1	
Senior Analyst	1	-	1	1	-	
Accounting Supervisor	-	1	-	-	1	Organizational change planned for 1982 to eliminate Sr. Analyst position, and change job title to Accounting Supervisor.

CCR 000067288

VCM PLANT ORGANIZATION
PLANT PAR - FIELD PAYROLL

POSITION	Approved Par		Payroll Status March 31, 1982	Projected Status		Comments
	1981	1982		6/30/82	12/31/82	
Chief Operator	5	5	5	5	5	
Breaker Operator	1	1	1	1	1	
Operator 1st	8	8	8	8	8	
Operator 2nd	13	13	13	13	13	
Pumper/Loader	7	7	7	7	7	
Utility Breaker	1	1	(a)	1	1	
Laboratory Technician	7	7	7	7	7	
Laboratory Breaker Tech.	1	1	-	1	1	
Maintenance Leadmen	6	6	6	6	6	
Maintenance Mechanic	33	33	30	30	31	Presently have a temporary employee on payroll in probationary period leading to permanent employment.
TOTAL	82	82	77	79	80	

Note

(a) Have temporary employee on payroll on 3/31/82 in probationary period leading to permanent employment

CCR 000067289

VCM PLANT ORGANIZATION PLANT PAR - OFFICE PAYROLL - CONTINUED

<u>POSITION</u>	<u>Approved Par</u>		<u>Payroll Status</u> <u>March 31, 1982</u>	<u>Projected Status</u>		<u>Comments</u>
	<u>1981</u>	<u>1982</u>		<u>6/30/82</u>	<u>12/31/82</u>	
Analyst	1	1	1	1	1	
Traffic Coordinator	1	1	1	1	1	
Secretary	2	2	2	2	2	
Mgr. Warehouse Operations	1	1	1	1	1	
Chief Warehouseman	1	1	1	1	1	
Warehouse Issue Clerk	1	1	1	1	1	
Warehouse Utilityman	1	1	1	1	1	
Maintenance Coordinator	1	1	1	1	1	
Safety Director	1	1	1	1	1	
Safety Engineer	-	1	-	1	1	
TOTAL	35	38	36	38	39	

CCR 000067290