L C Fuhrmeister

MONSANTO COMPANY

ANNISTON, ALABAMA

I. MAINTENANCE DEPARTMENT LONG-TERM OBJECTIVES

A. Maintain manufacturing facilities in operable condition at minimum long range cost.

B. Preserve and improve physical assets, control risk of production outage, and plan for plant growth.

C. Employ and train manpower to provide for growth and to effect maintenance cost improvement.

D. Establish and maintain favorable employe, community, and government relations.

II. 1965 GOALS AND ACTIONS

A. Maintain manufacturing facilities in operable condition at minimum long range cost.

(1) Repair costs not greater than $811,000.

(2) Achieve repair downtime of 3.2%.

(3) Control maintenance capital costs within $30,000.

(4) Achieve working rate of 42.0% as measured by work sampling.

(5) Make at least 5 major changes in job methods to reduce costs.

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(6) Have long range plan approved and 1965 plans complete by end of year.

(7) Complete analysis of turnover rate of stores items and eliminate $15,000 in inventory.

(8) Develop long range plan for management of stores function.

(9) Complete spares program for expanded and new facilities and maintain stores inventory less than $225,000.

(10) Reduce mechanical overtime to 7%.

(11) Operate with no serious or lost-time injuries.

(12) Achieve savings of $25,000 in maintenance costs from corrective engineering effort.

B. Preserve and improve physical assets, control risk of production outage, and plan for plant growth.

(1) Revise, obtain approval, and take action on Plant Improvement Program.

(2) Complete all projects under $50,000 within one year of approval.

(3) Develop and implement tools for managing project costs.

(4) Start work on long range plan for utilities.

(5) Provide necessary maintenance effort to reach design capacity within 60 days of start-up of PNP, Aroclor, and HCl expansions.

(6) Maintain all assets at acceptable levels.

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C. Employ and train manpower to provide for growth and to effect maintenance cost improvement.

(1) Develop overall plan for mechanic training.

(2) Develop back-up personnel for all second level supervisory jobs.

(3) Establish job specifications for each salaried job.

D. Establish and maintain favorable employe, community, and government relations.

(1) Analyze current labor agreement as it affects the management of the Maintenance Department to determine areas of possible improvement.

(2) Conduct at least two general information meetings with all mechanics.

(3) Issue monthly news bulletin to all members of Maintenance Department.

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