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. 1966 GOALS AND ACTIONS

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

1. Repair costs not greater than $747,000.

2. Achieve repair downtime of 3.2%.

3. Justify all maintenance capital projects on savings basis.

4. Achieve work rate of 44.0% as measured by work sampling.

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

6. Complete shop installation and reorganize execution responsibilities.....Sept. 1

7. Complete analysis of turnover rate of stores items and eliminate $15,000 in inventory.....April 1

8. Develop long-range plan for management of stores function.....April 1

9. Complete spares program for expanded and new facilities and maintain stores inventory less than $250,000.

10. Reduce mechanical overtime to 7%.

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

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

13. Develop and install procedure for "pre-packaging" materials for planned jobs.....Sept. 1

14. Reorganize planning group to provide area planning.....April 1

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

1. Complete all projects under $50,000 within one year of approval.

2. Start work on long-range plan for utilities.

3. Maintain all assets at acceptable levels.

4. Achieve housekeeping score of 750.

5. Develop and install procedure for controlling handling of materials for project work.....Sept. 1

6. Provide storage for and control of idle equipment.....July 1

7. Clear out Sweet Valley.....Sept. 1

8. Provide information for justification of additional boiler and advise on size, location, etc.

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

1. Develop program and select and train insulator-trainees.June 1

2. Use written and field tests to determine qualifications of candidates for first-class mechanic.

3. Develop back-up personnel for all second level supervisory jobs.

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

1. Revise grievance handling methods to increase participation by foremen.....Feb. 1

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

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Paul H. Sturman

DSW 551758

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