

**JD GRAY ASSOCIATES
MANUFACTURING PRODUCTIVITY CONSULTANTS**

JOSEPH D GRAY

- FACTORY INCENTIVE REMUNERATION PLANS -

30 YEARS EXPERIENCE – 50 COMPANIES – 200 PROJECTS

- ***CLASSICAL INDUSTRIAL ENGINEER*** – TIME STUDY OF WORK TASK, OPERATOR PERFORMANCE LEVELING, LINE BALANCING OF WORK ELEMENTS. UNIT OUTPUT EXPECTANCY DEVELOPMENT.
 - ***SHORT INTERVAL SCHEDULING*** – PERFORMANCE TO STANDARD MONITORED DURING SHIFT. IDENTIFICATION OF DEVIATION TO STANDARD WITH ASSIGNED PARTY FOR CORRECTIVE ACTION. HOURLY OUTPUT EXPECTANCY DEVELOPMENT.
 - ***LABOR REPORTING*** – PERFORMANCE TO STANDARD SUMMARY REPORTS BY OPERATOR, WORK CENTER AND DEPARTMENT. PRESENTED TO PERSONNEL FILE, FOREMAN, GENERAL FOREMAN AND VP MANUFACTURING. DAILY OUTPUT EXPECTANCY DEVELOPMENT.
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- ***INDIVIDUAL PIECE WORK INCENTIVE PLAN*** – DEVELOPMENT OF INDUSTRIAL ENGINEERED OPERATOR STANDARD. BONUS PAY BASED ON INDIVIDUAL SHIFT OUTPUT.
 - ***PLANTWIDE GROUP PIECE WORK INCENTIVE PLAN*** - DEVELOPMENT OF INDUSTRIAL ENGINEERED GROUP STANDARD. BONUS PAY BASED ON GROUP SHIFT OUTPUT. FOOTAGE REQUIRED FOR PARTS HANGING PATTERN MATCHED WITH MONORAIL SPEED TO DETERMINE PERFORMANCE STANDARD IN FEET PER MINUTE.



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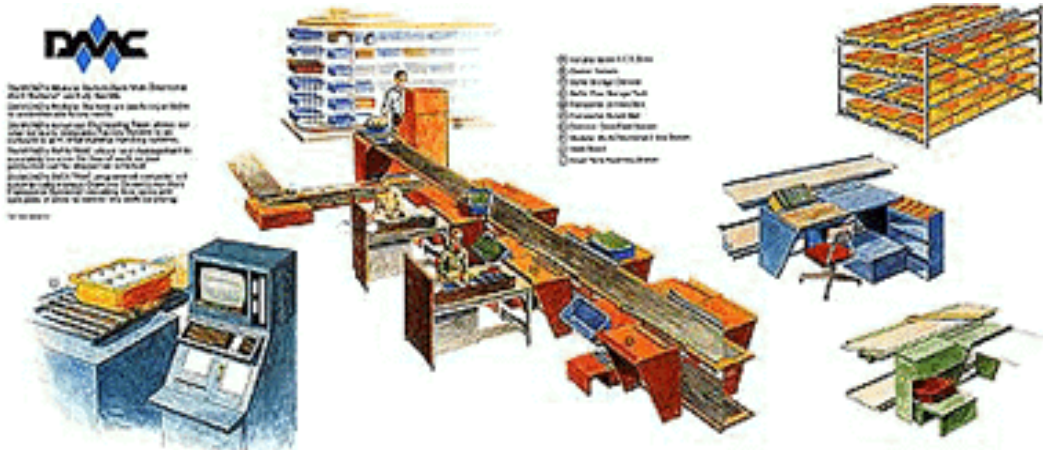
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- ***INDIVIDUAL HOURS EARNED INCENTIVE PLAN – DEVELOPMENT OF INDUSTRIAL ENGINEERED OPERATOR STANDARD. PIECES DIVIDED BY HOURLY STANDARD FOR INDIVIDUAL TO DETERMINE HOURS EARNED. BONUS PAY FOR INDIVIDUAL ON HOURS EARNED OVER 8 HOURS.***
- ***DEPARTMENTAL GROUP HOURS EARNED INCENTIVE PLAN - DEVELOPMENT OF INDUSTRIAL ENGINEERED GROUP STANDARD. PIECES DIVIDED BY HOURLY STANDARD FOR GROUP TO DETERMINE HOURS EARNED. BONUS PAY FOR GROUP ON HOURS EARNED OVER 8 HOURS.***



- ***INDIVIDUAL MEASURED DAY WORK INCENTIVE PLAN – DEVELOPMENT OF INDUSTRIAL ENGINEERED OPERATOR STANDARD. WEEKLY BONUS FOR INDIVIDUAL ACHIEVING 100% OF STANDARD.***
- ***DEPARTMENTAL GROUP MEASURED DAY WORK INCENTIVE PLAN – DEVELOPMENT OF INDUSTRIAL ENGINEERED GROUP STANDARD. WEEKLY BONUS FOR GROUP ACHIEVING 100% OF STANDARD.***



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• ***PLANTWIDE VARIABLE GAINSHARING INCENTIVE PLAN –***

*** DEVELOPMENT OF PRIMARY MEASUREMENT ALTERNATIVES**

- **PIECES OUTPUT**
- **MACHINE UPTIME**
- **MAN HOURS PER MACHINE HOUR**
- **WEIGHT OUTPUT**
- **LENGTH OUTPUT**

*** DEVELOPMENT OF WEIGHTED COMPARISON CRITERIA**

*** ASSIST IN SELECTION OF PRIMARY MEASUREMENT ALTERNATIVE**

*** ASSIST IN SCOPE AND FREQUENCY ASSIGNMENT OF PRIMARY MEASUREMENT ALTERNATIVE**

- **OPERATOR**
- **GROUP**
- **DEPARTMENT**
- **PLANT**

- **SHIFT**
- **DAY**
- **WEEK**
- **MONTH**

*** DEVELOPMENT OF SECONDARY MEASUREMENT ALTERNATIVES**

- **REWORK**
- **DELIVERY**
- **QUALITY**
- **SCRAP**
- **ATTENDANCE**
- **MEDICAL INCIDENTS**

*** ASSIST IN SELECTION OF SECONDARY MEASUREMENT ALTERNATIVE**

*** ASSIST IN SCOPE AND FREQUENCY ASSIGNMENT OF SECONDARY MEASUREMENT ALTERNATIVES**

*** ASSIST IN ASSIGNMENT OF PRIMARY AND SECONDARY RELATIVE WEIGHT TO ONE ANOTHER**

*** DEVELOPMENT OF PERFORMANCE PAY CHARTS BASED ON HISTORICAL INDICES**

*** WRITTEN VARIABLE GAINSHARING INCENTIVE PLAN PROCEDURE**

*** LAISON WITH PAYROLL AND DATA PROCESSING PERSONNEL**

*** IMPLEMENTATION OF VARIABLE GAINSHARING INCENTIVE PLAN**

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