Initial Action Plan

Date: May 4, 2007

Unit: Plant Hospital Maintenance

List Priority Matrix Results Here (eg dimensions with the highest impact scores)

Building on Strengths

1. Determine Your Target Employee Satisfaction Index Score

   Your unit Employee Satisfaction Score for 2006 was 76

   How to project your ESI and Dimension target Scores
   - Current Score of 70 or above: no more than a 2-3 point increase
   - Current Score between 60 and 70: plan for a 3-4 point increase
   - Current Score of 59 and below: at least a 5 point increase

   Indicate your target Employee Satisfaction Index Score for 2008 79

2. Determine Dimension Target Scores and Initiatives

   Write your Current Dimension Score
   Write your Target Dimension Score

   INITIATIVES
   List the “Priority A” Initiatives (determined from the Brainstorm Worksheet) that you plan to implement to improve each Dimension. You may have more than one initiative per Dimension.
   √ Utilization of Scheduler/Planner Position
   √ Continued Development of Focused Service Groups (FSGs)
   √ Review/edit MAXIMO Job Plans for Priority 4 equipment/systems
   √ Provide 24 hour management coverage Monday-Friday
   √ Newsletter Development
   √ Web Page upgrade
   √ Communicate Department strategic planning initiatives: VISION 2012
   √ Work with HR to address special skills of Maintenance Mechanic III's
   √ Review/edit Current MAXIMO PM Frequency Schedules

   List the Dimensions you identified in C on the Key Questions To Consider Worksheet.

   1 Workload 60 71
   2 Communication 59 64
   3 Co-Workers 72 74
   4 Task Significance 75 77
   5 Compensation 59 64