

# the Wheelagram



Materials Cleaning Systems Division  
**Wheelabrator-Frye Inc.**

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## SALARY UPDATE PROGRAM — NOW A REALITY . . .

It was nearly a year ago that we began the major undertaking of updating our Salary Administration Program.

Questionnaires had to be completed; job descriptions prepared; values assigned to each position; surveys conducted and appropriate action taken to insure a competitive compensation package for our salaried employees.

As a result of this effort, numerous adjustments and changes were made in just about every area of our Salary Program. To insure a thorough understanding of the personal impact of this update, our supervisors conducted meetings with each of their employees on a one-to-one basis.

Last week, to conclude the formal Program, salaried employees attended scheduled meetings at which time Personnel Manager Karl Zimmer, together with Jack Trant, Vice President-Administration, recapped the Program and President Joe O'Callaghan was on hand to respond to employees' questions regarding the project and any other matters of interest to individual employees.



**Even after answering some tough questions, Joe is still all smiles!**

During these meetings, Joe reviewed the past year's successful business activity. While acknowledging the storm clouds gathering for 1980 in our national economy, he emphasized the fact that this Division historically has always met all challenges, thanks to the extra effort put forth by its employees. The purposes and development of our recently announced reorganization was also reviewed by Joe. Emphasis was placed on its importance in achieving our growth objectives.

## SILVER ANNIVERSARY . . .

Congratulations to EMILY "EMMIE" CANELL, Order Clerk-Balcrank Production Planning, who celebrated 25 years of company service on Valentine's Day.



Other employees marking service dates this week are: **Joe O'Callaghan**, President (20 years, February 17); **John Bergh**, Manager-Product Development (20 years, February 22).

**PUBLIC BELIEVES TAXES WASTED . . .** Americans feel that more than half the taxes sent to Washington are wasted reports a recent Gallup Poll. According to the survey, Democrats, Republicans, men, women, young, old and those at all income levels responded with "unusual unanimity" to this question, "Of every tax dollar that goes to the federal government, how many cents would you say are wasted?"

Fifty-two cents was their median and most frequent response. The results were close to those in a poll taken in 1978 that indicated that the American public felt that 48 percent of federal tax money was wasted. The latest poll also showed that people believe that 29 cents of every tax dollar is being wasted at the state level, with 23 cents going down the drain locally.

**PUZZLE OF THE WEEK . . .** The following was submitted by R & D's puzzle buff **Ted Zielinski**. Ted rates his "brain busters" as to degree of difficulty ranging from one star (a snap) to five stars (nearly impossible). Presenting a one star brain buster (answer will appear in next week's *Wheelagram*):

If a chicken and a half can lay an egg and a half in a day and a half, how long would it take two chickens to lay eight eggs?

**VALENTINE RAFFLE WINNERS ANNOUNCED . . .**



Athletic Association Reps, LARRY BAKER (r) and BOB ZILIAK (center) check out the name drawn by Receptionist BONNIE BRUBAKER. And . . . the winners are: MIKE VanHOUT, winner of the weekend for two, and LARRY HENSEL, bushel of booze.

**TOASTMASTERSTOELECTOFFICERS . . .**

An election of officers will be held at the next Toastmasters meeting scheduled for **Tuesday, February 26**. All dues paying members are eligible and encouraged to vote.

Absentee ballots are available for those members who are unable to attend. See **Gina Enders**, North Office Building, or **Paul Noeth**, South Office Building, for ballot forms. The absentee ballot must be completed and returned prior to the Tuesday meeting.

At this week's meeting the membership voted to combine the Tuesday and Wednesday groups into one club which will meet on Tuesday evenings.

Circle your calendar — the next meeting will be **Tuesday, February 26, Lincoln Highway Inn** and will start **promptly at 5:15 PM**. Plan to attend this important meeting!

**It's  
Up To  
Us!**

**On The  
SPORT SCENE...**

**WFI TRAP LEAGUE RESULTS (2/17/80):** The "Maintenance Handicappers" continue in first place with a total of 13½ points. High guns to: **Jim Haines (44)**, **T.C. Williams (44** — hit 25 straight!), **Chuck Johnson (43)** **Dick Slocum (42)**, **Mike Stout (42)**, **Jim Flowers (41)**, **Chuck Buck (41)**, **Dick Barton (40)**, **Lynn Kaser (40)** **Noble Tucker (40)**, **Dick Pompey (40)**, **Don Grzowski (40)**.

**ATTENTION WFI WOMEN GOLFERS . . .** Interested in playing league golf? Contact **Connie Appel**, ext. 497.

**TARABEK'S WHIZ KIDS CONDUCT IN-PLANT TRAINING . . .**

Fairfield Manufacturing, LaFayette, Indiana, was the scene of the latest in-plant training session. WFI's own schoolmaster, **Gene Tarabek** was on hand with his very able faculty: **Steve Ellison**, Account Sales Engineer-Central Region; **John Cassani**, Account Sales Manager-Central Region; **Bruce Berger**, Field Service Engineer; **Art Joye**, Service Supervisor-Central Region and **Phil Jordan**, Director of Customer Service.

Interesting to note that this in-plant was conducted as part of Fairfield's training program for new personnel and is an ongoing project.



A bit of mirth in the classroom (where was Tarabek?). **ART JOYE (r)** and **STEVE ELLISON (second from right)** share a bit of fun with Fairfield trainees.

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