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Pelco Products Inc. Incentives Perfect Attendance Among Employees

All over the United States, the economic downturn has decreased work forces and created low employee engagement levels. This has a negative impact on productivity and efficiency. But not at Pelco Products, Inc. The Edmond, OK based company has developed an effective way to increase attendance, engagement and effort of their employees. Company management encourages consistent employee counts by offering bonus for those who do not miss work. This is called the Perfect Attendance Incentive Deal (*PAID*).

Pelco Products, Inc. prides itself on employee dedication, collaboration and sense of family. Every year since 2003, at least twenty five cash bonuses have been awarded to employees whose perfect attendance ranges from 6 months to 6½ years. The last perfect attendance bonuses went thirty three employees, contributing over 76 man-hour years of uninterrupted, reliable labor. Currently, sixteen employees have 2 or more years of perfect attendance, including five that have not missed a day of work for over 5 years. Eligible employees work in all areas of the manufacturing facility including assembly, shipping and maintenance.

Since 2003, Pelco Products, Inc. has given out the cash bonuses, with an average award of over \$100, to over one hundred employees with perfect attendance. Every year, the number of employee's who maintains perfect attendance has steadily increased. The latest round of increase in bonuses increased by 5%.

Employee no-shows can cost a large company up to \$1,000,000 dollars per year with direct costs (paid leave) and indirect costs (lost productivity) quickly adding up. Unplanned absences result in the high net loss of productivity per day. As a growing company, Pelco Products, Inc. benefits by higher output, better morale and increased loyalty with the incorporation of the *PAID* program.

The impact of a dedicated and motivated workforce has paid off for Pelco Products Inc. The company has been recognized as a world leader in their industry. The company has received numerous awards, including the 2009 Quality Leadership 100, the 2008 Governor's Manufacturing Leadership Award and the 2008 Metro 50 list of fastest growing, privately-owned companies by the Greater Oklahoma City Chamber of Commerce. Pelco Products, Inc has recently been featured in Quality Magazine, Manufacturing Today and Business Week.

Pelco Products, Inc. is a family-owned business specializing in the design and manufacturing of traffic hardware, utility products and decorative lighting. Pelco Products, Inc. sells products in all 50 states and multiple international markets.

For more information, contact Kyle Golding, Marketing Director at (405) 340-3434 or visit pelcoinc.com.

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