

# Employees with High Sick Leave Consumption Community Services



KPI Owner: Robin Grammer

Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY14 average 34% Goal: Reduce the percentage of employees with high sick leave consumption to <24% (average of baseline and benchmark) by June 2015 Benchmark: 15%	Data Source: PeopleSoft Goal Source: Director Benchmark Source: Bureau of Labor Stats	Plan-Do-Check-Act Step 2: Validate problem: baseline, benchmark, & goal Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period. Why Measure: To promote a culture where appropriate use of sick time is understood Next Improvement Step: Validate that solutions are working

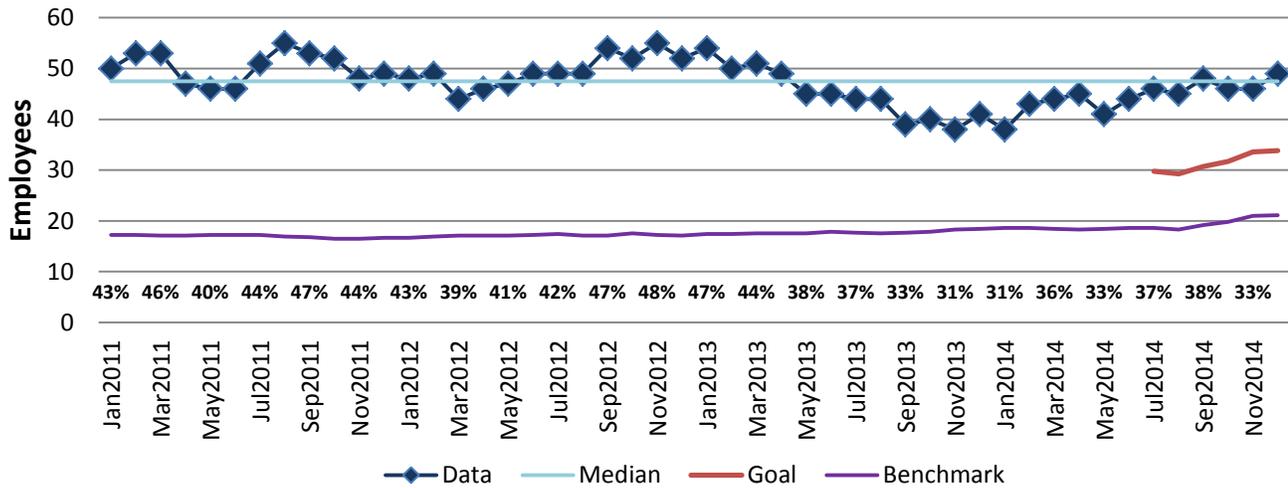
### How Are We Doing?

Jan2014-Dec2014 12 Month Goal	Jan2014-Dec2014 12 Month Actual		Dec2014 Goal	Dec2014 Actual	
<b>31</b>	<b>45</b>	🚦	<b>34</b>	<b>49</b>	🚦
Employees	Employees		Employees	Employees	

## Employees with High Sick Leave Consumption



Good



## Jan2014-Dec2014 Pareto Analysis

