

# High Sick Leave Consumption Community Services



KPI Owner: Robin Grammer

Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Averages: CY11 53%, CY12 48% Goal: Reduce the number of employees with high sick leave consumption to < 32% (average of baseline and benchmark) by June 2014 Benchmark: 15%	Data Source: PeopleSoft Goal Source: Dept. Director Benchmark Source: OPI Study of All Depts.	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: The number of employees in a department who have used more than 9 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

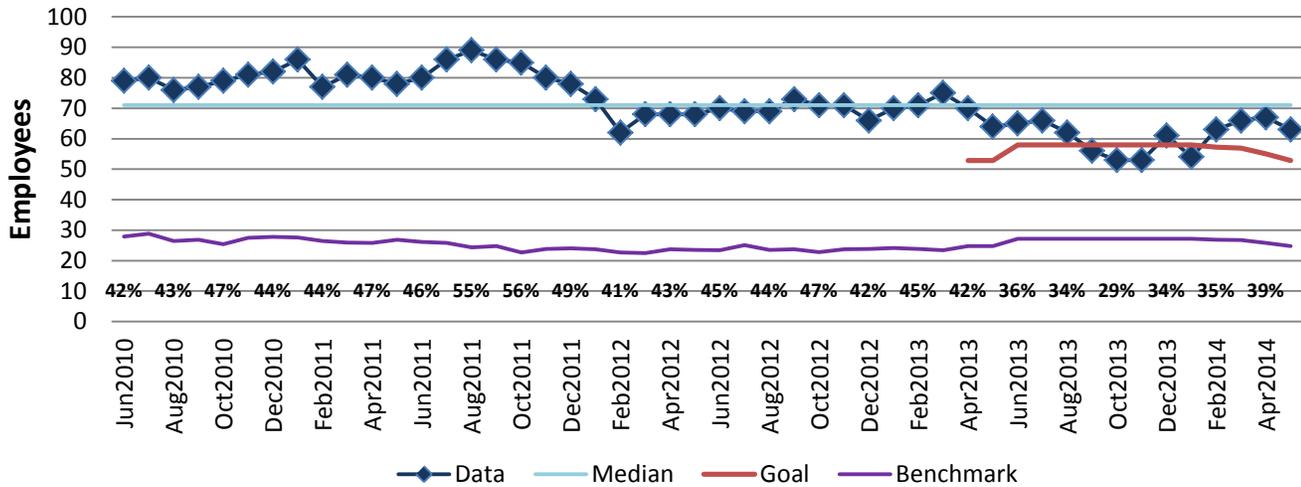
## How Are We Doing?

Jun2013-May2014 12 Month Goal	Jun2013-May2014 12 Month Actual		May2014 Goal	May2014 Actual	
<b>57</b>	<b>61</b>		<b>53</b>	<b>63</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



Good



## Jun2013-May2014 Pareto Analysis

