

Hours Not Worked Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 13, 56,992 Hours in a Year Goal: Reduce Hours Not Worked to no more than 4% of total Hours Worked Benchmark: Local Government rate of 2%	Data Source: Payable Time PeopleSoft Goal Source: Enterprise KPI for productivity Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step 4: Generate and prioritize potential solutions Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours Why Measure: Better understand culture impact on employee attendance Next Improvement Step: Target sick leave & hours lost due to work related illness. Determine how to count No Pay codes for performance.

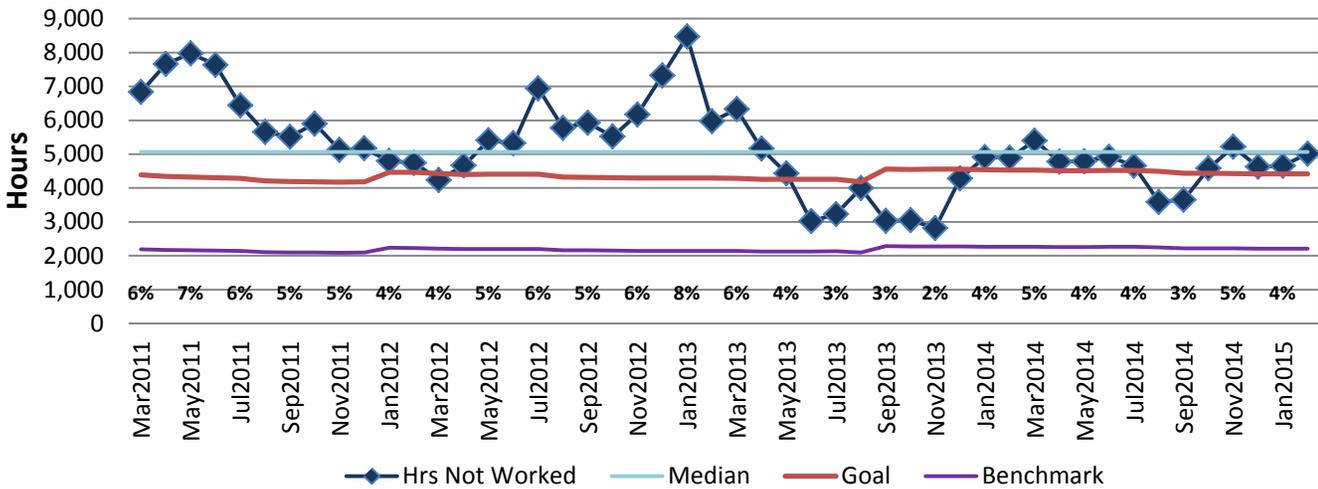
How Are We Doing?

Mar2014-Feb2015 12 Month Goal	Mar2014-Feb2015 12 Month Actual		Feb2015 Goal	Feb2015 Actual	
53,642	55,899		4,422	5,019	
Hours	Hours		Hours	Hours	

Hours Not Worked



Good



Mar2014-Feb2015 Pareto Analysis

