

High Sick Leave Consumption Parking Authority of River City (PARC)



KPI Owner: Gerald Howell

Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Avg 4 employees/15% last 2 yrs. Goal: Reduce the number of employees with high sick leave consumption to less than 15%. Benchmark: 9% LMG Top Quartile Mar2015	Data Source: PeopleSoft LouieStat Report Goal Source: PARC Scope Summary Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick days ¹ in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Educating and coaching employees on healthy measures: taking advantage of the Health & Wellness center.

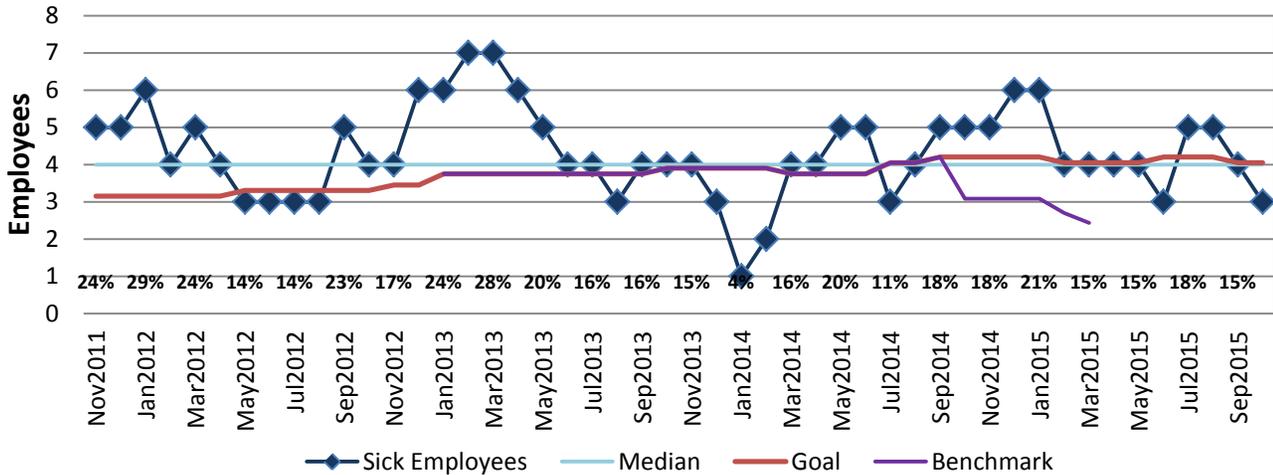
How Are We Doing?

Nov2014-Oct2015 12 Month Avg Goal	Nov2014-Oct2015 12 Month Average		Oct2015 Goal	Oct2015 Actual	
4	4		4	3	
Employees	Employees		Employees	Employees	

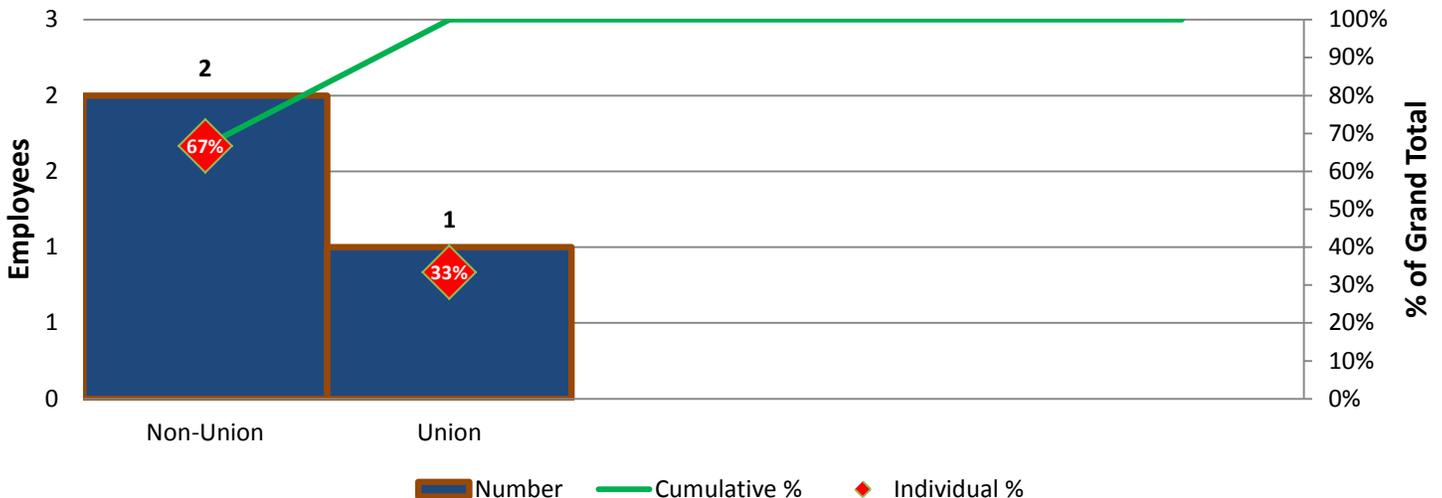
High Sick Leave Consumption



Good



Oct2015 Pareto Analysis



Report Generated: 11/17/2015

Data Expires: 11/19/2015

¹A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract