

High Sick Leave Consumption - 40 Hr Employees Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

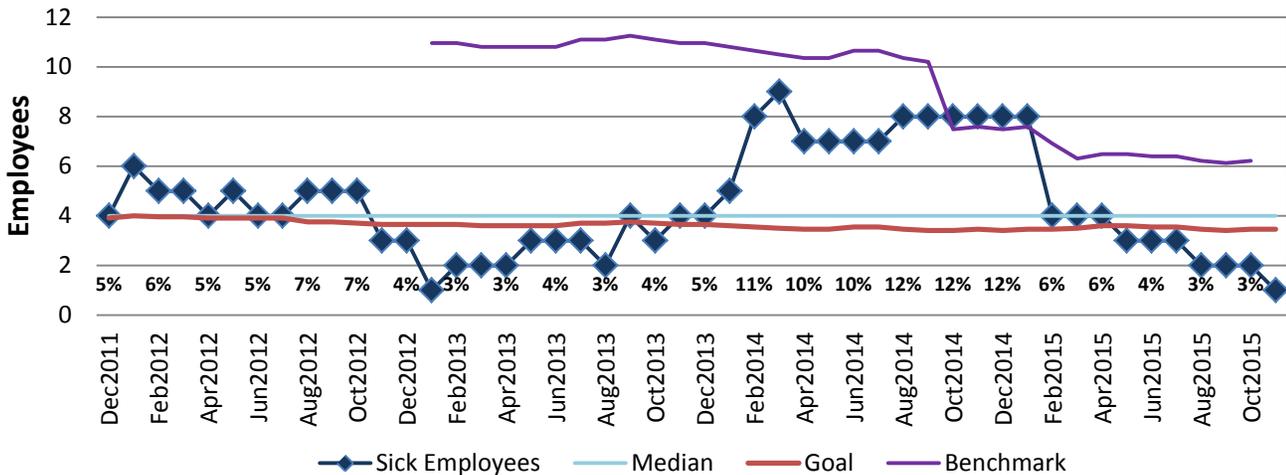
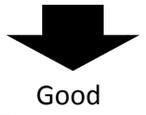
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14; 8 avg. employees per month Goal: No more than 5% of 40 hour employees with high sick leave consumption Benchmark: 9% LMG Top Quartile Oct2015	Data Source: Payable Time Peoplesoft Goal Source: 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 ¹ days 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: TBD

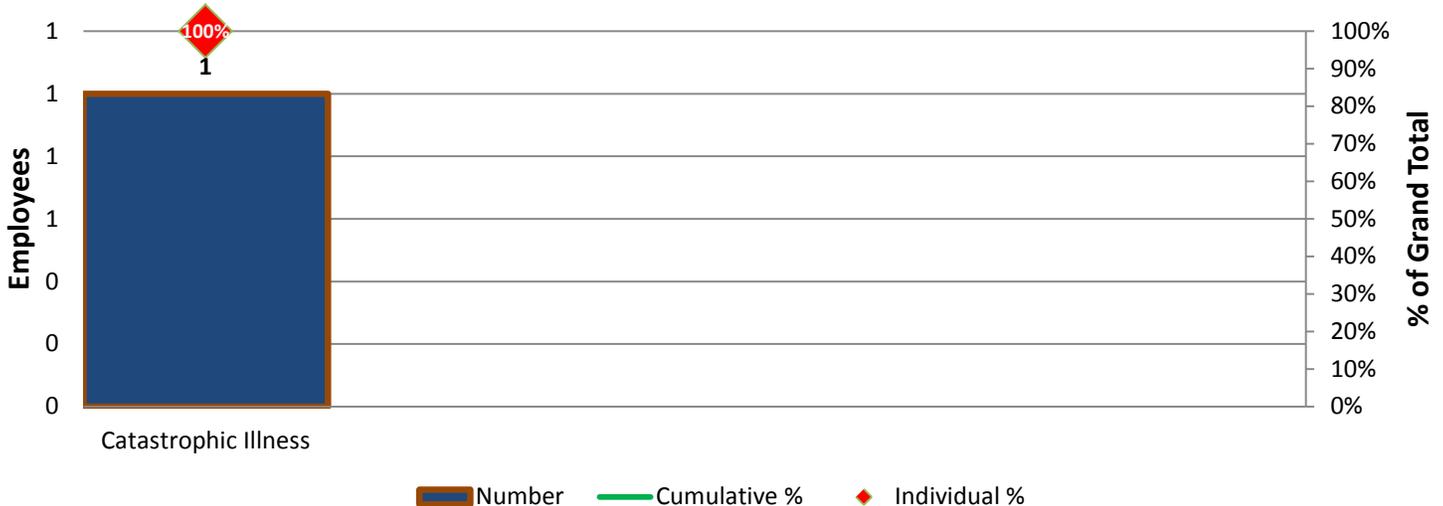
How Are We Doing?

Dec2014-Nov2015 12 Month Avg Goal	Dec2014-Nov2015 12 Month Average		Nov2015 Goal	Nov2015 Actual	
3.5	3.7	⬇	3.5	1.0	⬆
Employees	Employees		Employees	Employees	

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Dec2014-Nov2015 Pareto Analysis



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