

# Comp Time Human Resources



KPI Owner: JP Hamm

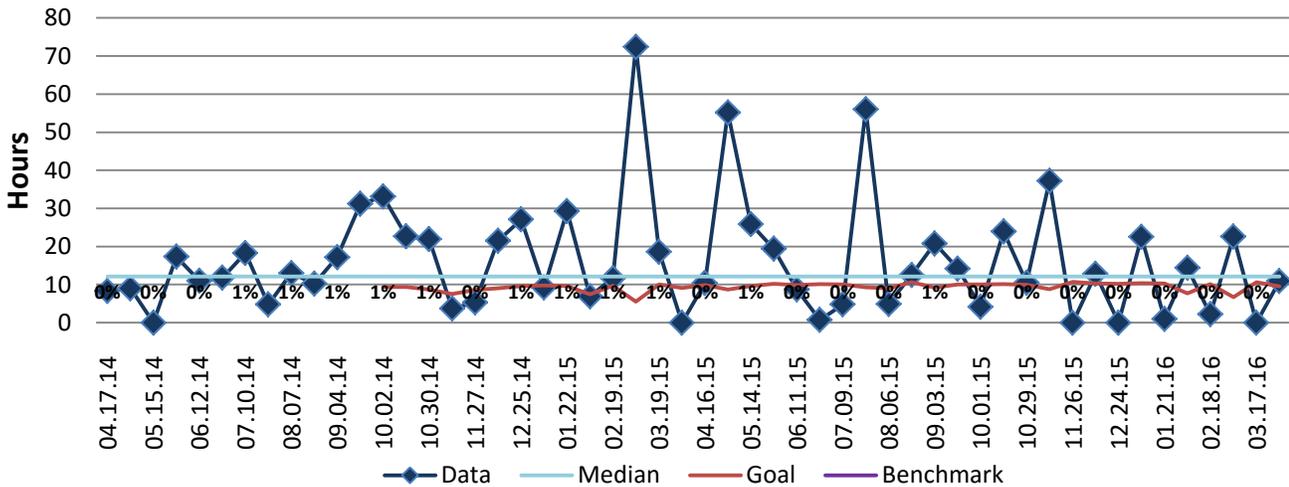
Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY13 average rate 0.62% Goal: Compared to FY14, maintain <=1% of compensatory time used. Benchmark: None	Data Source: PeopleSoft Goal Source: FY13 average Benchmark Source: N/A	Plan-Do-Check-Act Step 3: Determine and quantify root causes Measurement Method: Sum of comp time hours Why Measure: To better understand culture impact on employee usage of compensatory time for future comparison with overtime data Next Improvement Step: Comparison of OT v Comp time to gain a knowledge of departmental usage and tracking

### How Are We Doing?

04.03.15-03.31.16 12 Month Goal	04.03.15-03.31.16 12 Month Actual		03.18.16-03.31.16 Goal	03.18.16-03.31.16 Actual	
<b>252</b>	<b>396</b>		<b>10</b>	<b>11</b>	
Hours	Hours		Hours	Hours	

## Comp Time



Root cause analysis is not necessary because there is no gap between the goal and current performance.