

High Sick Leave Consumption Community Services



KPI Owner: Gena Redmon

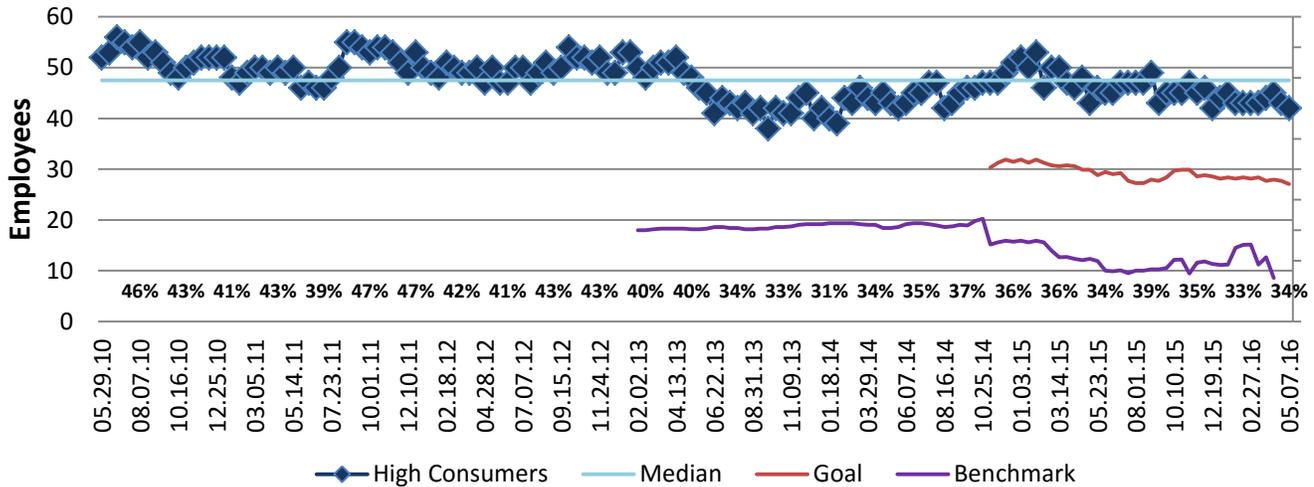
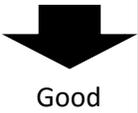
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY2014 average 34% Goal: <22% (mean of baseline and benchmark) Benchmark: 6.74% LMG Top Quartile 04/09/16	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 4: Generate and prioritize potential solutions Measurement Method: # of employees who used 9 or more out of 12 sick 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: pilot solutions

How Are We Doing?

05.25.14-05.07.16 Rolling 52wk Avg Goal	05.25.14-05.07.16 Rolling 52wk Avg		05.10.15-05.07.16 Goal	05.10.15-05.07.16 Actual	
28	45		27	42	
Employees	Employees		Employees	Employees	

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05.10.15-05.07.16 Pareto Analysis

