

High Sick Leave Consumption Emergency Services



KPI Owner: Tonya Sangester

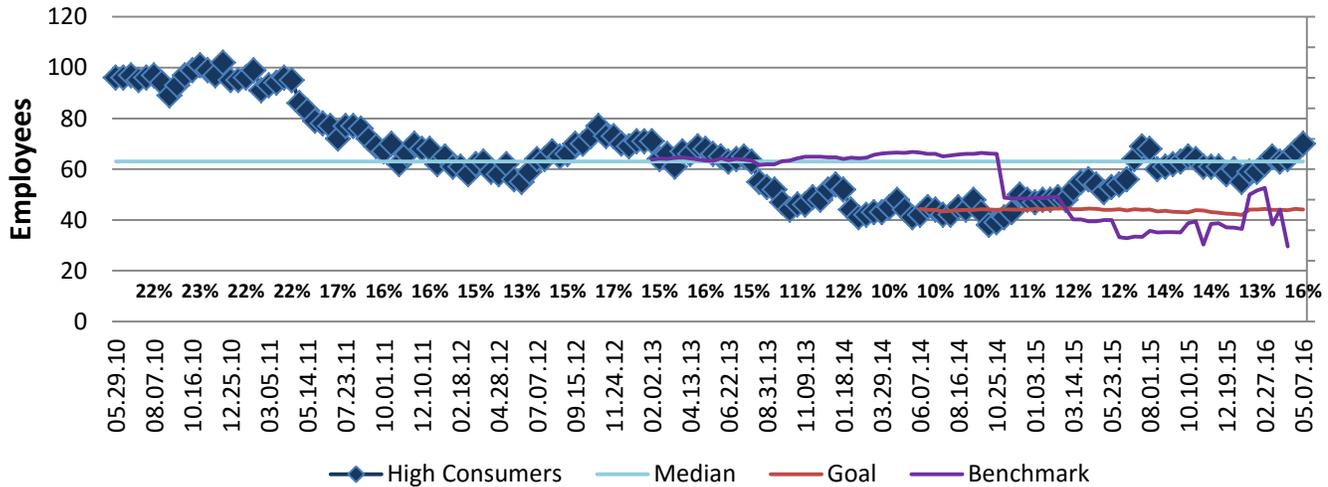
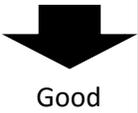
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 58 empl./pay period (CY2015 avg) Goal: Reduce the percent of employees with high sick leave to 10% Benchmark: 6.74% LMG Top Quartile 04/09/16	Data Source: Payable Time Peoplesoft Goal Source: Dept Management Team Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 3: Determine and quantify root causes 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: Review sick leave policies for areas of improvement. Continue to monitor for trends in usage.

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	
44	62		44	70	
Employees	Employees		Employees	Employees	

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Run Chart - HSLC by Dept

