

Hours Not Worked Louisville Free Public Library



KPI Owner: Belinda Catman

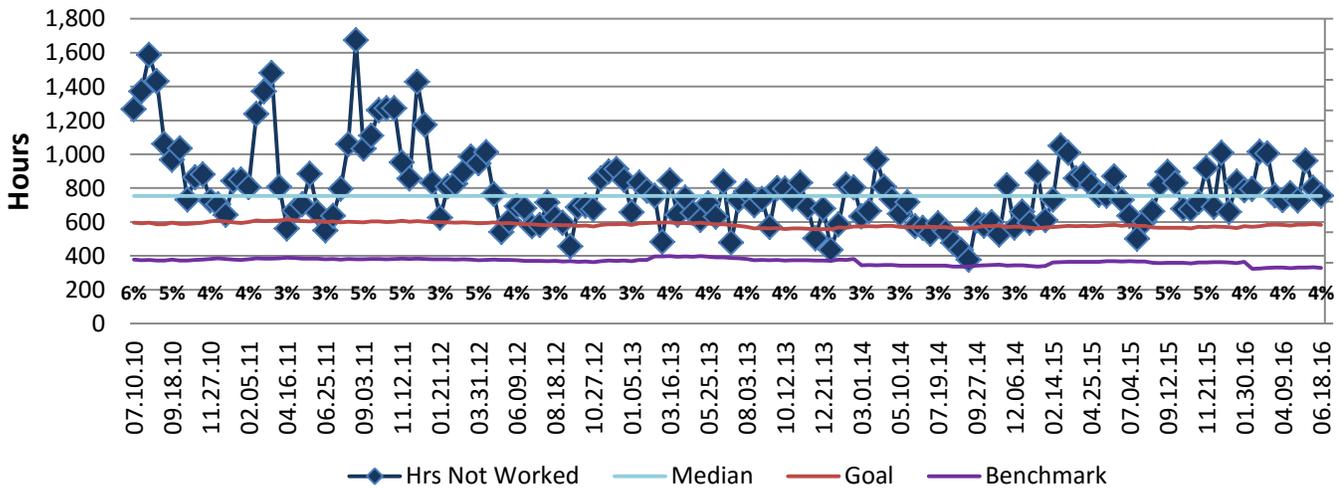
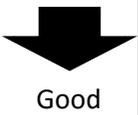
Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY 12 Avg. Rate = 3.5% Goal: Reduce Hours Not Worked to no more than 3% of Total Hours (495,563 * 3% = 14,866 for FY 2015-16). Benchmark: Local Government Rate of 1.7%	Data Source: Payable Time PeopleSoft Goal Source: Scope Summary Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step 4: Generate and prioritize potential solutions Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours Why Measure: Better understand culture impact on employee attendance Next Improvement Step: Monitor effectiveness of new sick leave policy.

How Are We Doing?

06.21.15-06.18.16 12 Month Goal	06.21.15-06.18.16 12 Month Actual		06.05.16-06.18.16 Goal	06.05.16-06.18.16 Actual	
14,939	20,237	⬇️	582	755	⬇️
Hours	Hours		Hours	Hours	

Hours Not Worked



06.21.15-06.18.16 Pareto Analysis

