

High Sick Leave Consumption Louisville Free Public Library



KPI Owner: Carrick Arehart

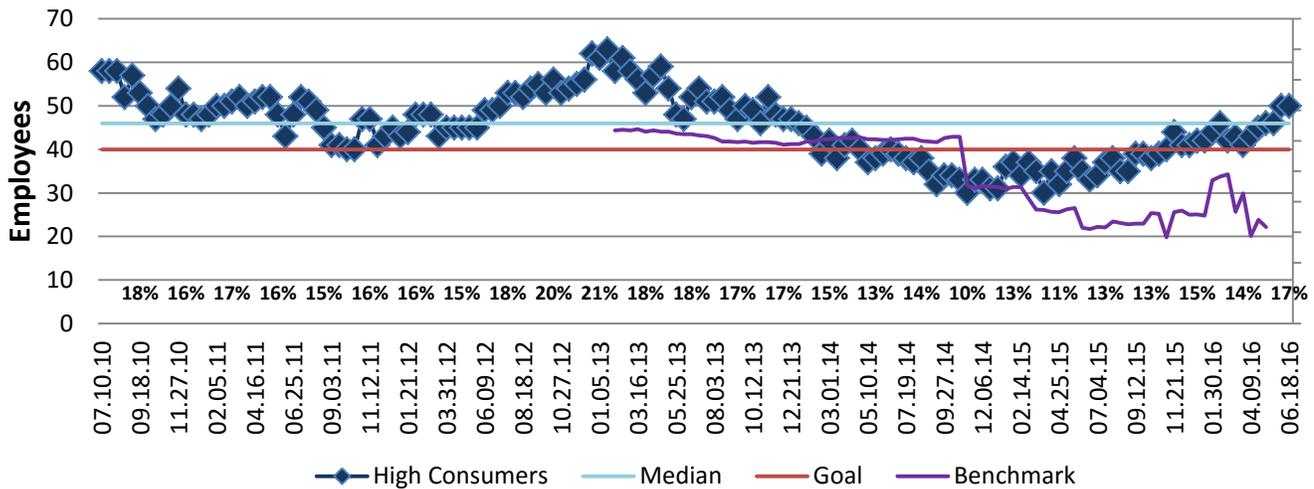
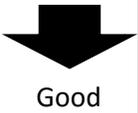
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY 2010-2012 Avg = 43 (18.9%) Goal: Reduce high sick leave consumption to 40 employees by June 30, 2016. Benchmark: 7.47% LMG Top Quartile 05/07/16	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary 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 policy with supervisors and begin disciplinary action where appropriate.

How Are We Doing?

07.06.14-06.18.16 Rolling 52wk Avg Goal	07.06.14-06.18.16 Rolling 52wk Avg		06.21.15-06.18.16 Goal	06.21.15-06.18.16 Actual	
40	42		40	50	
Employees	Employees		Employees	Employees	

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06.21.15-06.18.16 Pareto Analysis

