High Sick Leave Consumption Firefighters
Louisville Fire Department

LouieStat

KPI Owner: Lt. Col. Adkisson | **Process: Sick Leave Management**

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14: 58 employees on average **Goal:** Compared to CY15's avg of 77 employees, starting CY16, reduce the number of firefighters with high sick leave consumption to 70 employees by end of CY16. The number represents 16.9% of the 56 hour employees. **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 6:** Validate that solutions work **Measurement Method:** # of employees who used 96 or more hours of sick leave 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:** Standardize and replicate validated solutions

How Are We Doing?

Mar2016-Feb2017 12 Month Goal	Mar2016-Feb2017 12 Month Average		Feb2017 Goal	Feb2017 Actual	
70	**68**	(traffic light: green)	**70**	**59**	(traffic light: green)
Employees	Employees		Employees	Employees	

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Good ⬇
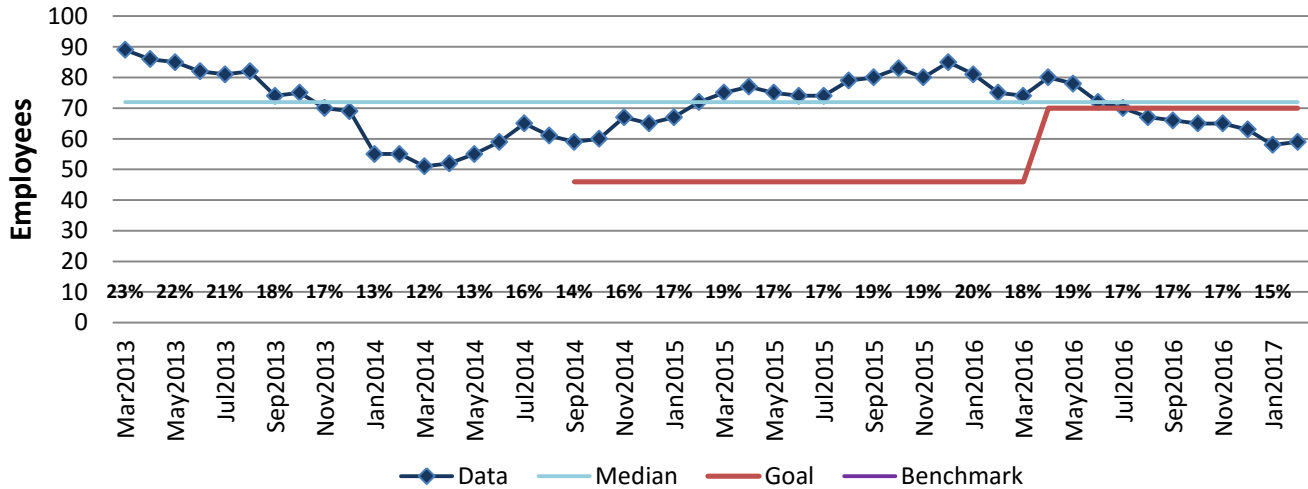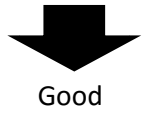
Mar2016-Feb2017 Pareto Analysis

Monthly Measurement