

Hours Not Worked Metro Parks



KPI Owner: Nancy Ray

Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14=29,038 hours Goal: No more than 3% of Hours Not Worked in a month Benchmark: Local Government rate of 2%	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: Determine which root cause driver to address

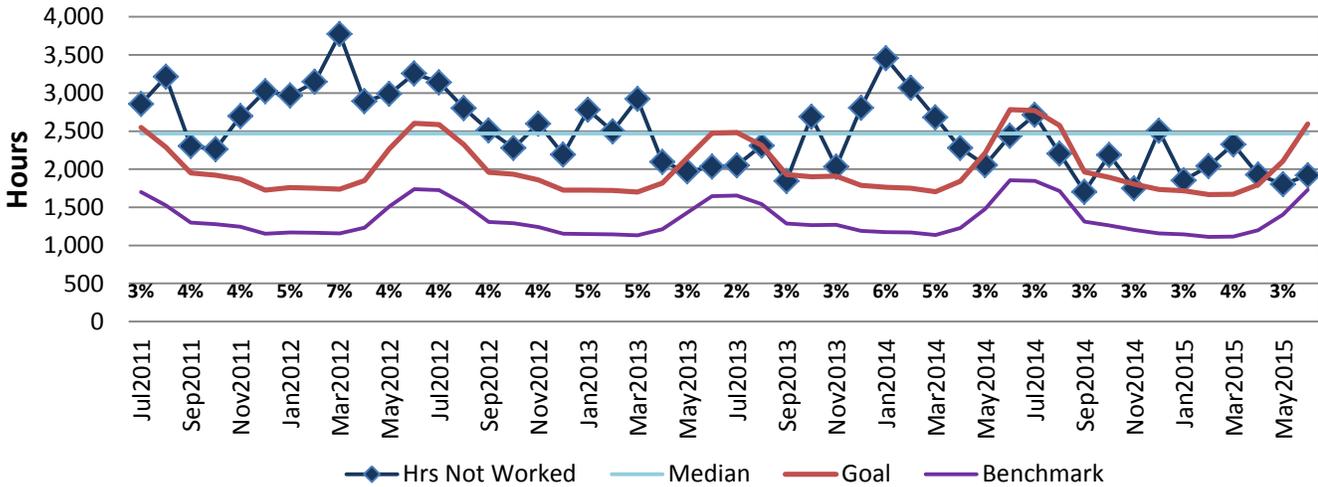
How Are We Doing?

Jul2014-Jun2015 12 Month Goal	Jul2014-Jun2015 12 Month Actual		Jun2015 Goal	Jun2015 Actual	
24,292	24,936		2,596	1,921	
Hours	Hours		Hours	Hours	

Hours Not Worked



Good



Jul2014-Jun2015 Pareto Analysis

