

# High Sick Leave Consumption Economic Development



KPI Owner: Scott Herrmann

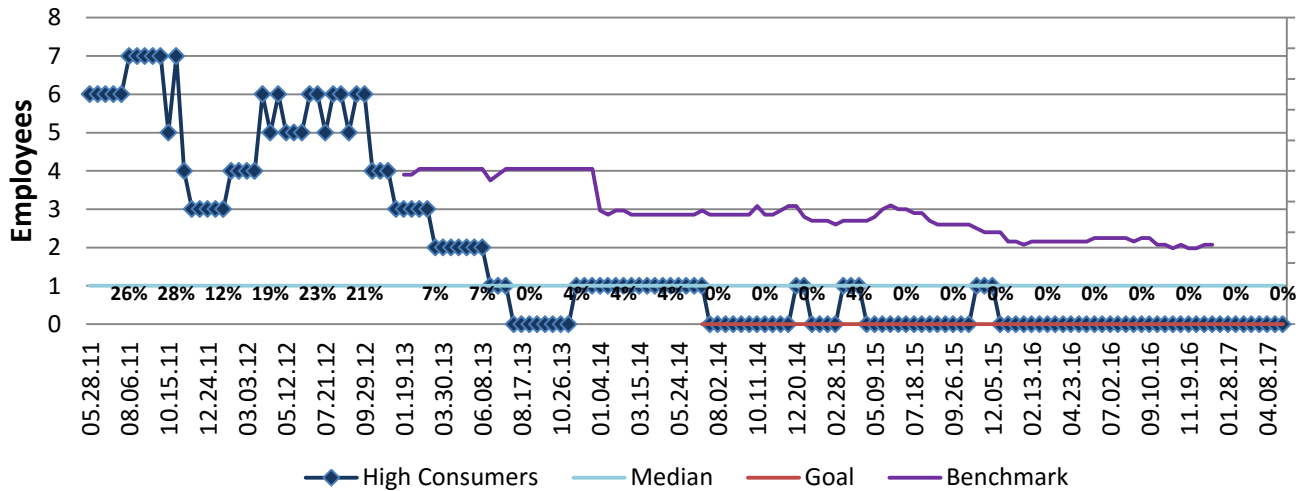
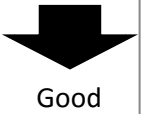
Process: Overtime Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY13 - 1 employee Goal: zero high sick consumers  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 8: Monitor and diagnose  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: Continue to monitor

### How Are We Doing?

05.24.15-05.06.17 Rolling 52wk Avg Goal	05.24.15-05.06.17 Rolling 52wk Avg		05.08.16-05.06.17 Goal	05.08.16-05.06.17 Actual	
<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



Root cause analysis is not necessary because there is no gap between the goal and current performance.