

# High Sick Leave Consumption 40 Hr Employees Louisville Fire Department



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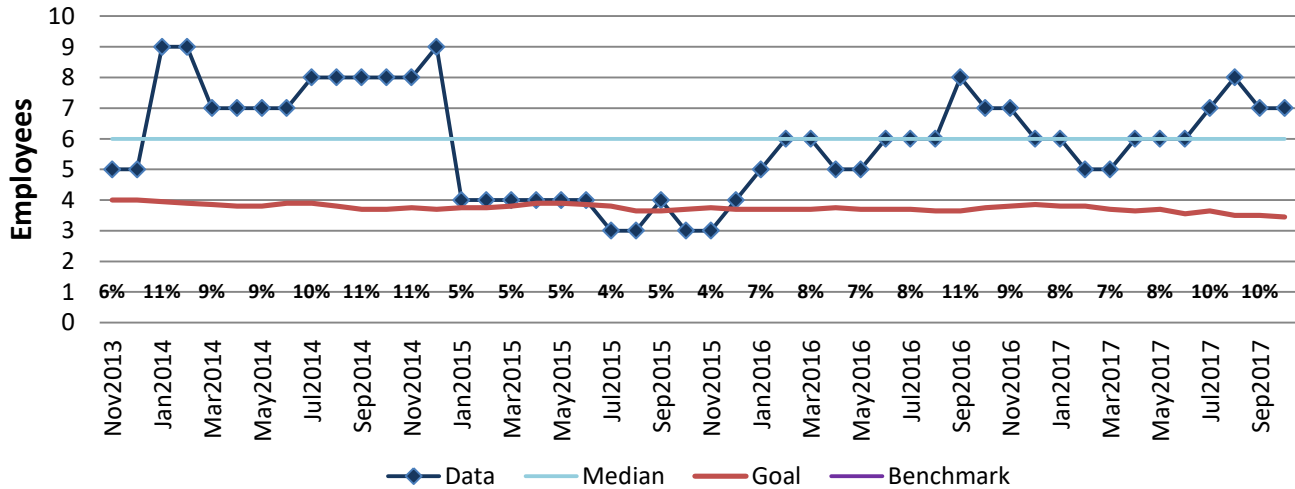
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14: 8 avg employees per month Goal: No more than 5% of 40 hour employees with high sick leave consumption.  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 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: Standardize and replicate validated solutions.

## How Are We Doing?

Nov2016-Oct2017 12 Month Goal	Nov2016-Oct2017 12 Month Average		Oct2017 Goal	Oct2017 Actual	
<b>4</b>	<b>6</b>		<b>3</b>	<b>7</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption 40 Hr Employees



## Nov2016-Oct2017 Pareto Analysis

