

High Sick Leave Consumption Firefighters Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

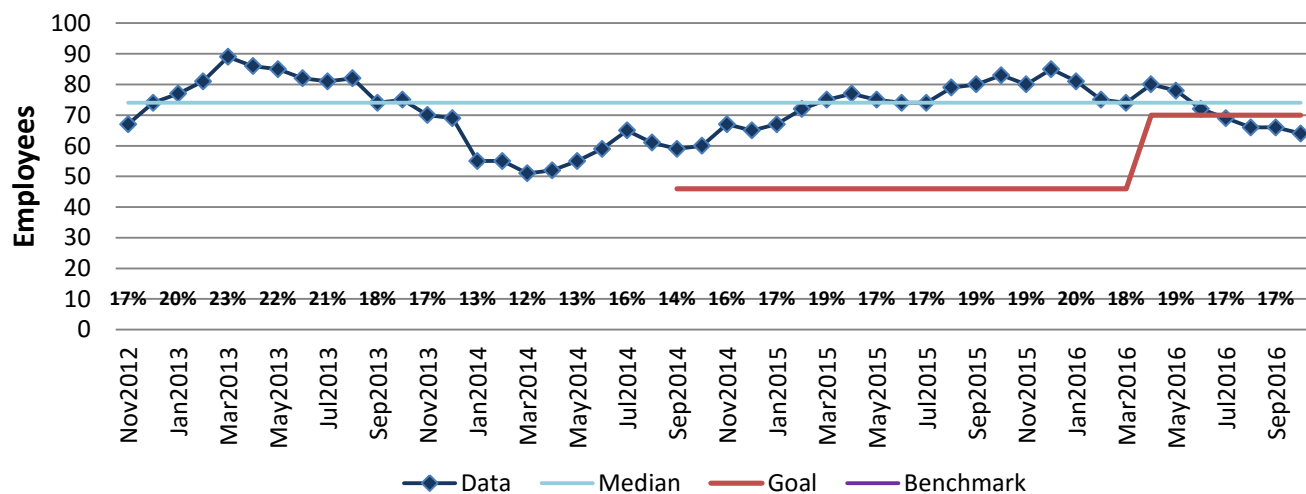
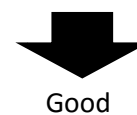
Process: Sick Leave Management

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 5: Pilot short term and/or long term solutions 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: LFD has implemented a new sick leave policy. LFD will validate that the new policy is effective.

How Are We Doing?

Nov2015-Oct2016 12 Month Goal	Nov2015-Oct2016 12 Month Average		Oct2016 Goal	Oct2016 Actual	
60	74		70	64	
Employees	Employees		Employees	Employees	

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Nov2015-Oct2016 Pareto Analysis

