High Sick Leave Consumption 40 Hr Employees
Louisville Fire Department

LouieStat

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

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14: 8 avg employees per month	Data Source: Payable Time Peoplesoft	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions
Goal: No more than 5% of 40 hour employees with high sick leave consumption.	Goal Source: Scope Summary	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
	Benchmark Source: Enterprise KPI Report	Why Measure: Promote a culture in which sick time is used appropriately
Benchmark: 6.74% LMG Top Quartile 04/09/16		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	
4	**4**		**6**	**7**	
Employees	Employees		Employees	Employees	

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Good

Legend: Data, Median, Goal, Benchmark
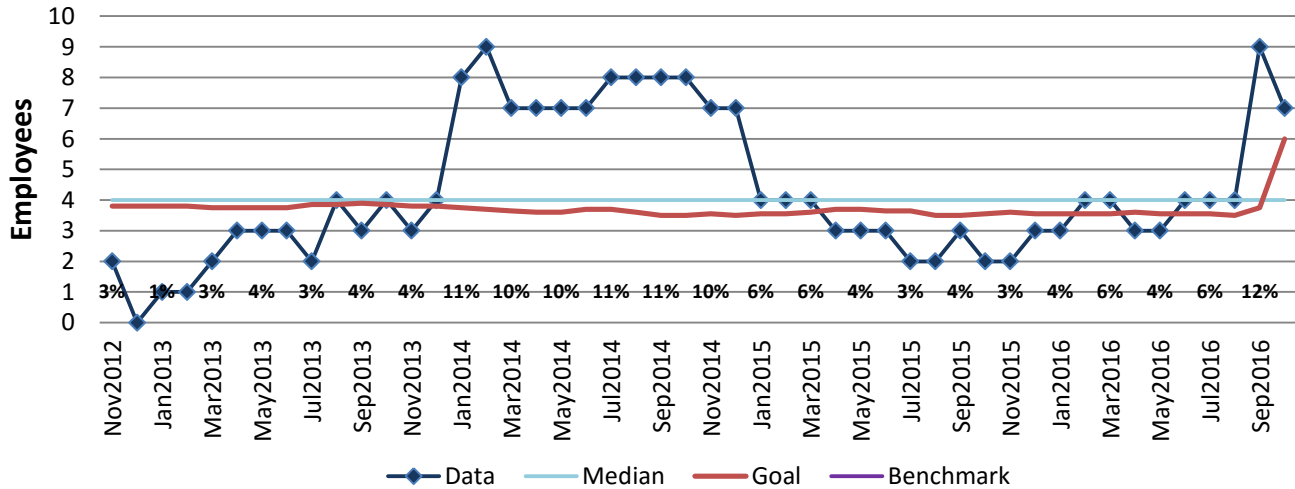
Nov2015-Oct2016 Pareto Analysis

Category	Number	Individual %
Catastrophic Illness	5	71%
Policy Issues	2	29%

Legend: Number, Cumulative %, Individual %