

High Sick Leave Consumption 40 Hr Employees Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

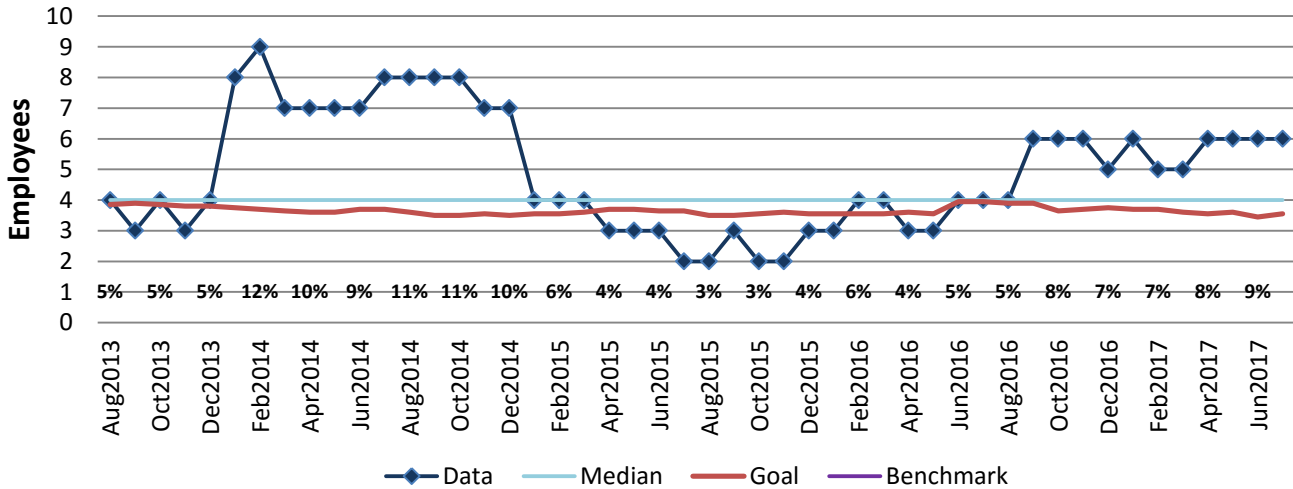
Process: Sick Leave Management

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?

Aug2016-Jul2017 12 Month Goal	Aug2016-Jul2017 12 Month Average		Jul2017 Goal	Jul2017 Actual	
4	6		4	6	
Employees	Employees		Employees	Employees	

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Aug2016-Jul2017 Pareto Analysis

