

High Sick Leave Consumption Develop Louisville



KPI Owner: David Marchal

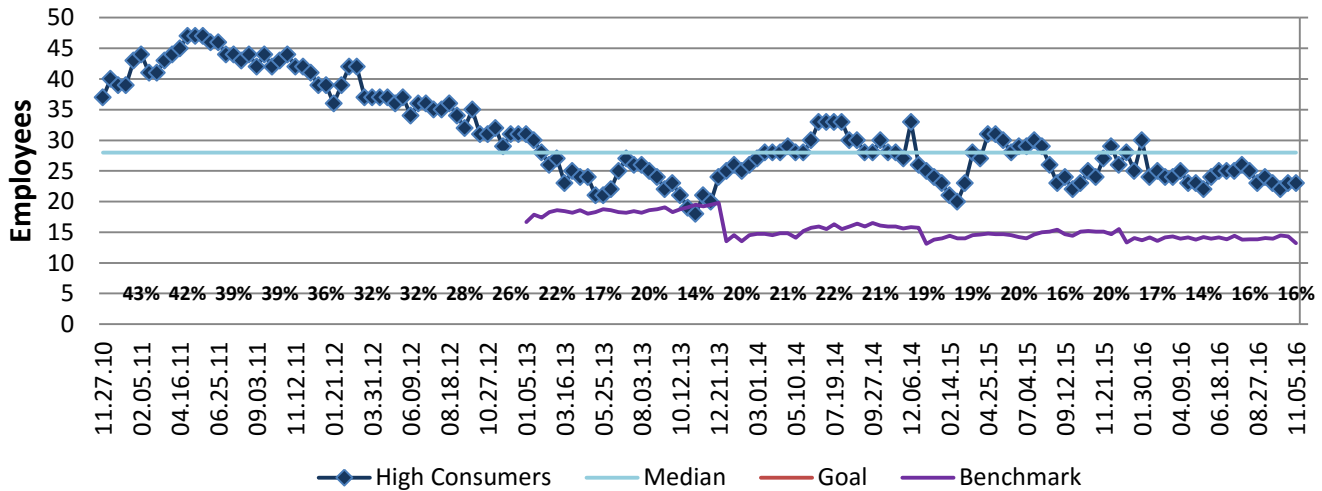
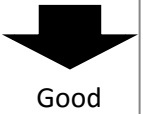
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 7/14 - 6/15 Avg 28 employees/month Goal: TBD 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 3: Determine and quantify root causes 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: Develop Louisville will determine an appropriate goal for this measurement based on the baseline.

How Are We Doing?

11.23.14-11.05.16 Rolling 52wk Avg Goal	11.23.14-11.05.16 Rolling 52wk Avg		11.08.15-11.05.16 Goal	11.08.15-11.05.16 Actual	
TBD	25		TBD	23	
Employees	Employees		Employees	Employees	

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11.08.15-11.05.16 Pareto Analysis

