

High Sick Leave Consumption Louisville Metro Corrections



KPI Owner: Dwayne Clark

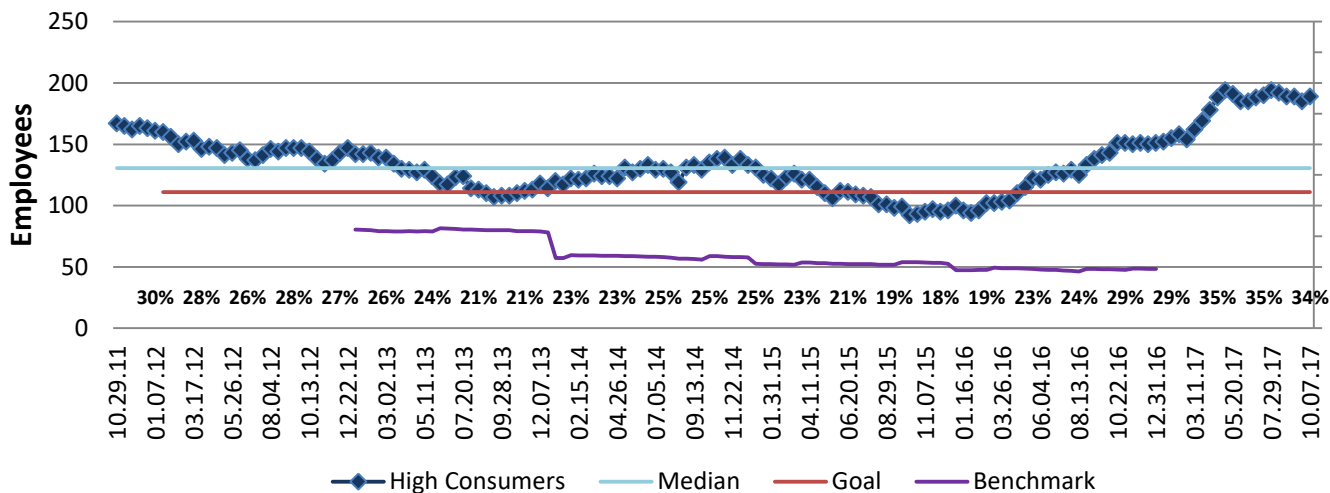
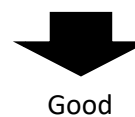
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14, 161 employees per month Goal: No more than 111 employees per bi-weekly period (based on 2015 average). 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 5: Pilot short term and/or long term solutions Measurement Method: # of employees who used 9 or more out of 12 sick days ¹ 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: Roll out new employee sick leave policy and incentives.

How Are We Doing?

10.25.15-10.07.17 Rolling 52wk Avg Goal	10.25.15-10.07.17 Rolling 52wk Avg		10.09.16-10.07.17 Goal	10.09.16-10.07.17 Actual	
111	173		111	189	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.