

# High Sick Leave Consumption Louisville Metro Corrections



KPI Owner: Dwayne Clark

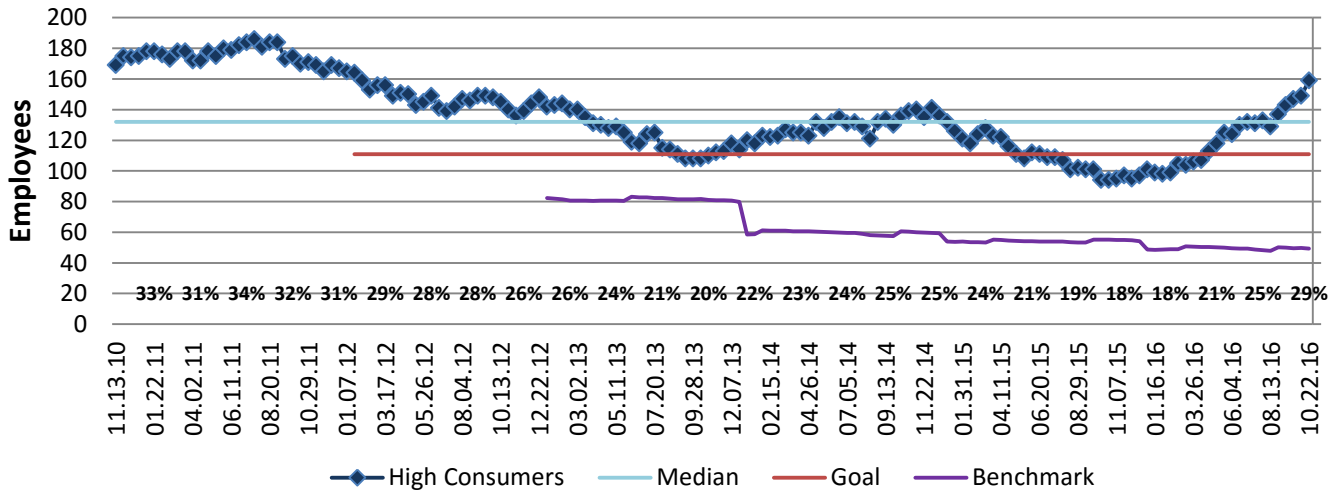
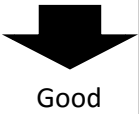
Process: Time & Attendance

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 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?

11.09.14-10.22.16 Rolling 52wk Avg Goal	11.09.14-10.22.16 Rolling 52wk Avg		10.25.15-10.22.16 Goal	10.25.15-10.22.16 Actual	
<b>111</b>	<b>118</b>		<b>111</b>	<b>159</b>	
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.