

High Sick Leave Consumption: Civilian Louisville Metro Police Department



KPI Owner: Cheryl Triplett

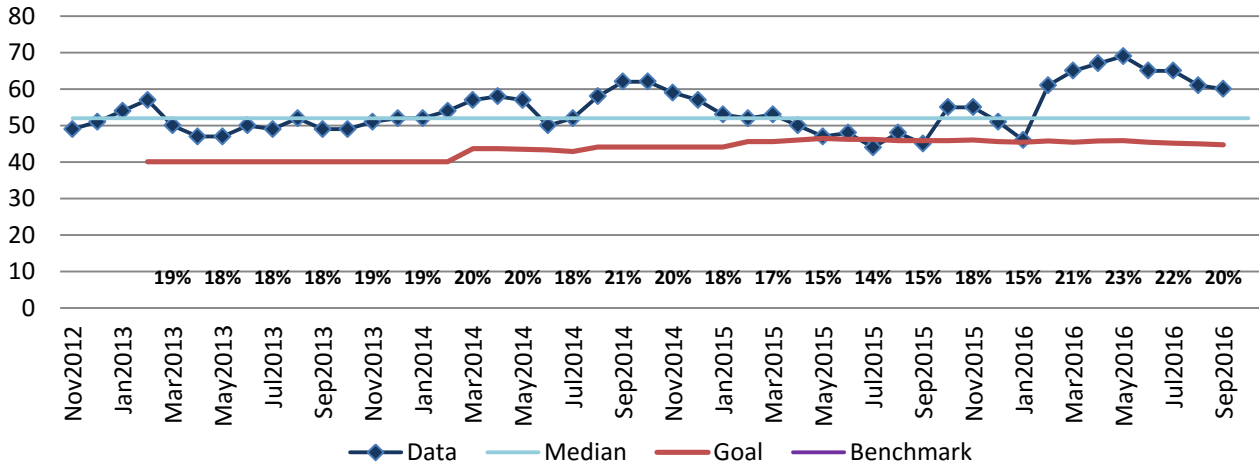
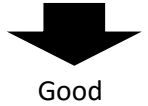
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY12, 76 employees Goal: 15% of Total Opportunities Benchmark: 8.72% LMG Top Quartile 12/19/15	Data Source: Payable Time PeopleSoft Goal Source: Scope Summary Benchmark Source: OPI Sick Leave Study	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of civilian employees who used 9 or more sick days in a 12 month period Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Continue to monitor and diagnose

How Are We Doing?

Oct2015-Sep2016 12 Month Goal	Oct2015-Sep2016 12 Month Actual		Sep2016 Goal	Sep2016 Actual	
500	665		45	60	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption: Civilian



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.