

High Sick Leave Consumption Louisville Metro Police Department



KPI Owner: Cheryl Triplett

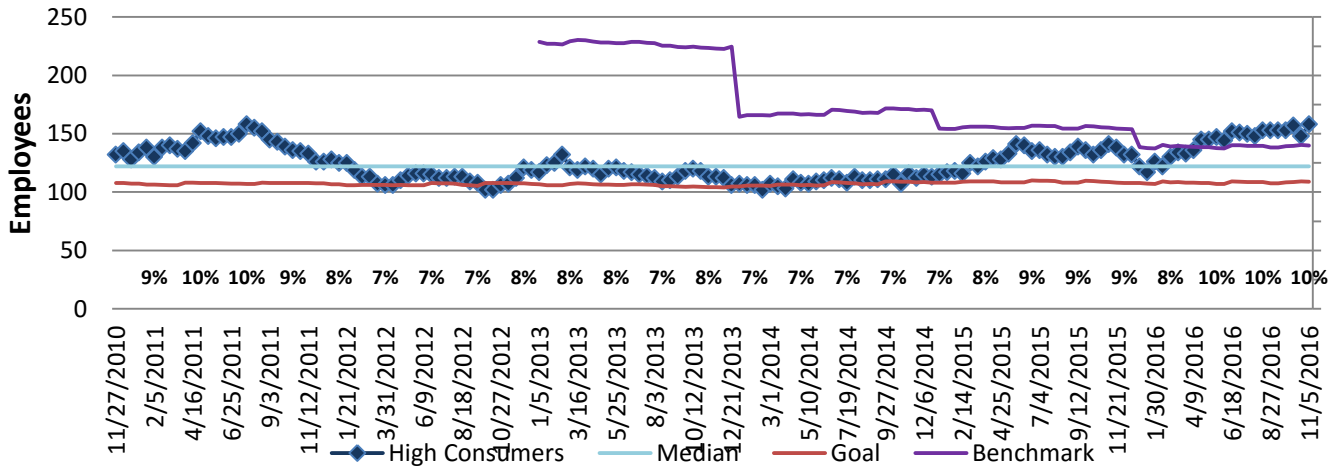
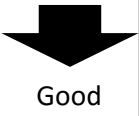
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY12, 86 Goal: 7% of Total Opportunities Benchmark: 11.72% LMG Top Quartile 02/13/16	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 8: Monitor and diagnose 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: Continue to monitor and diagnose

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	
108	142	🚦	109	158	🚦
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.