

# High Sick Leave Consumption Public Health & Wellness



KPI Owner: Chief of Staff, Jon Moore

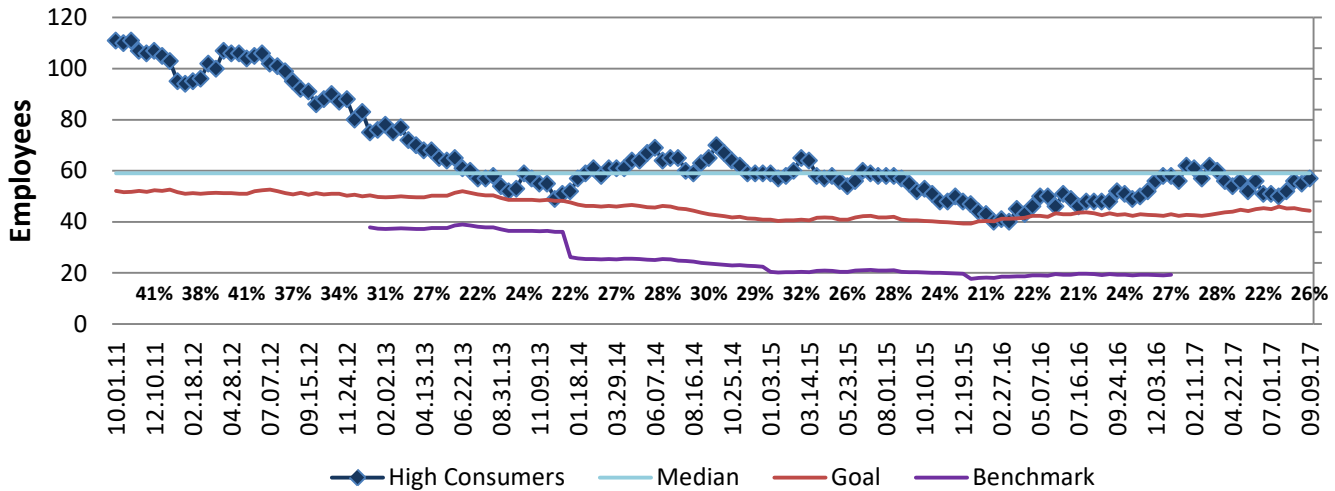
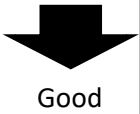
Process:

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY12 - 45% (115) of total employees Goal: Reduce the number of employees with high sick leave consumption to no more than 20% of the total number of Public Health and Wellness employees by June 30, 2015. 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 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: Ensure policies are being applied and enforced

### How Are We Doing?

09.27.15-09.09.17 Rolling 52wk Avg Goal	09.27.15-09.09.17 Rolling 52wk Avg		09.11.16-09.09.17 Goal	09.11.16-09.09.17 Actual	
<b>44</b>	<b>55</b>		<b>44</b>	<b>57</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



Pareto not available