

# High Sick Leave Consumption Louisville Free Public Library



KPI Owner: Carrick Arehart

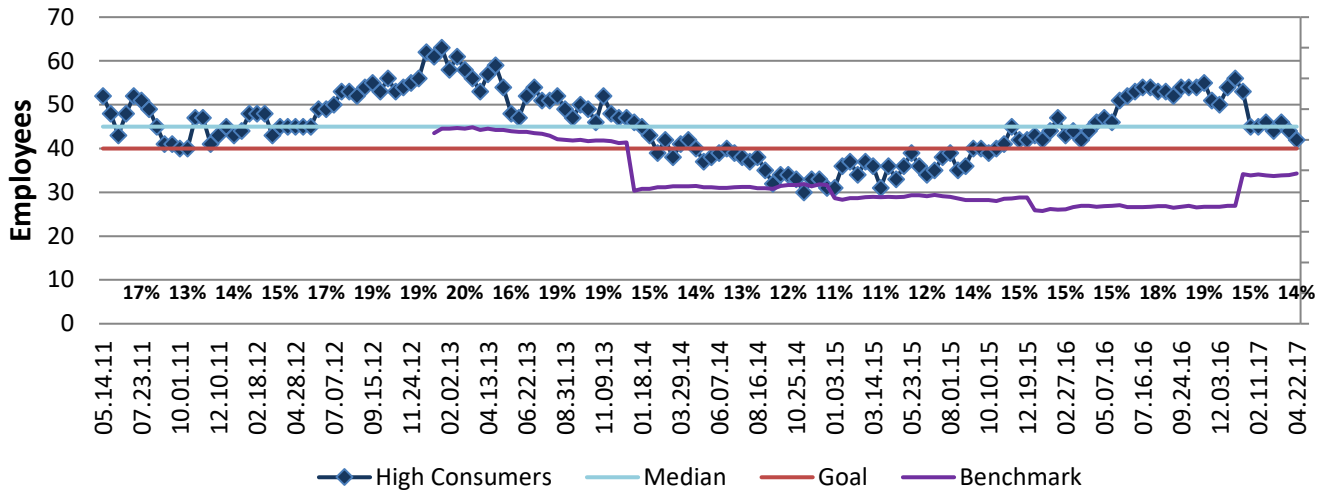
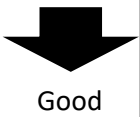
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY 2010-2012 Avg = 43 (18.9%) Goal: Reduce high sick leave consumption to 40 employees by June 30, 2017.  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: Review sick leave policy with supervisors and begin disciplinary action where appropriate.

## How Are We Doing?

05.10.15-04.22.17 Rolling 52wk Avg Goal	05.10.15-04.22.17 Rolling 52wk Avg		04.24.16-04.22.17 Goal	04.24.16-04.22.17 Actual	
<b>40</b>	<b>50</b>		<b>40</b>	<b>42</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



## 04.24.16-04.22.17 Pareto Analysis

