

High Sick Leave Consumption Emergency Services



KPI Owner: Tonya Sangester

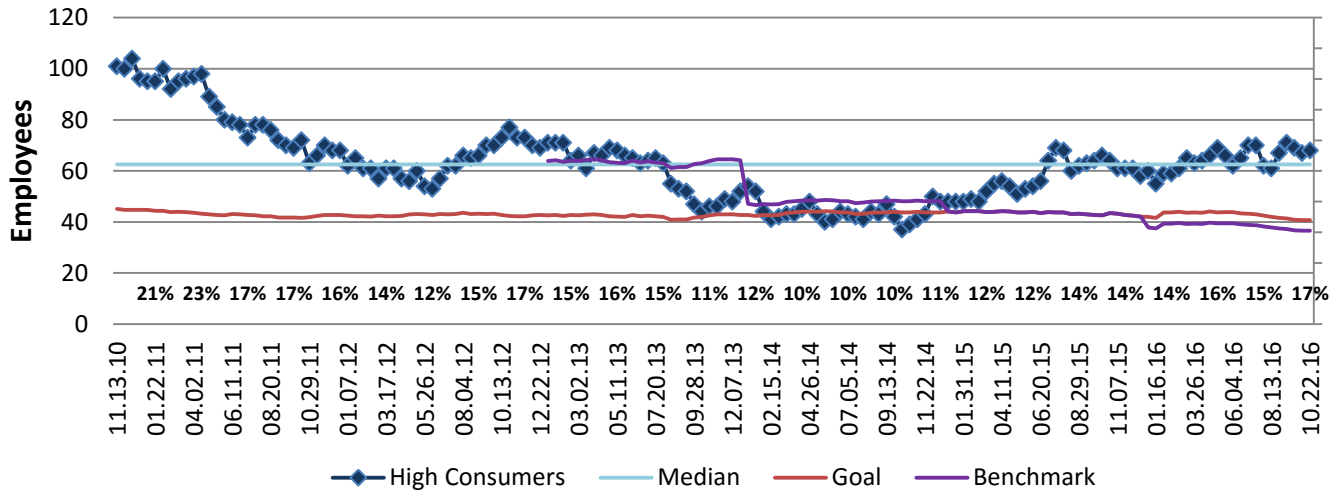
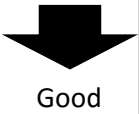
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 63.9 empl./pay period (FY2016 avg) Goal: Reduce the percent of employees with high sick leave to 10% Benchmark: 7.47% LMG Top Quartile 05/07/16	Data Source: Payable Time Peoplesoft Goal Source: Dept Management Team Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 3: Determine and quantify root causes 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: Look at increase in HSC since Jan. 2015. Review sick leave policies for improvement.

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	
43	64		41	68	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



HSLC Count by Division

