

# High Sick Leave Consumption Metro Animal Services



KPI Owner: Skip Kalkhof

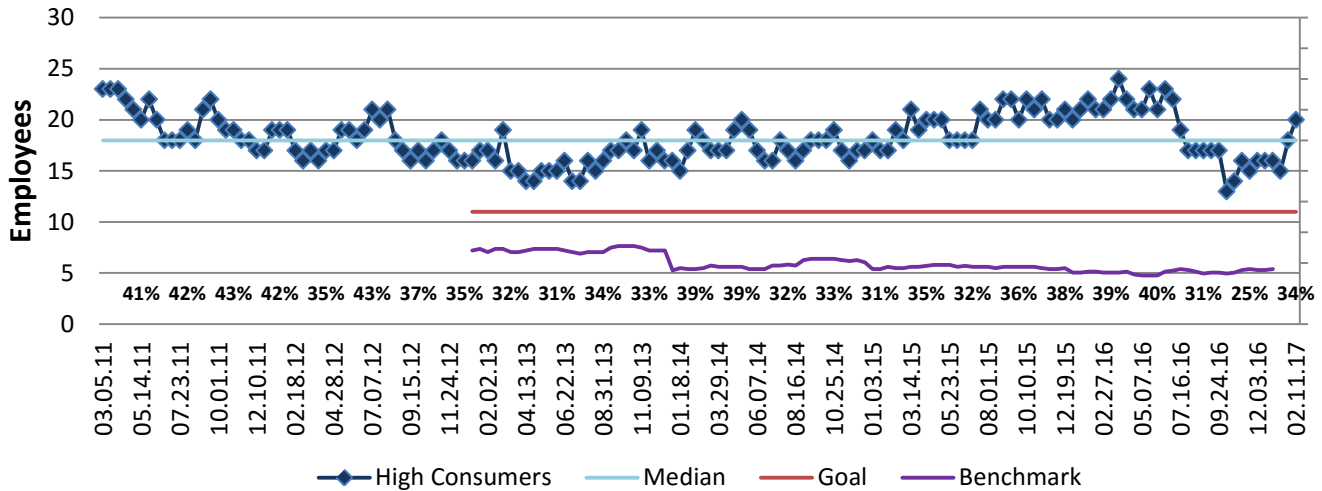
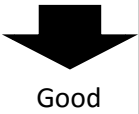
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14 Average of 17.6 Employees Goal: Reduce the number of employees with high sick leave consumption to 11 Benchmark: 9% LMG Top Quartile Oct 2015	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary 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: Educate stakeholders; Humana will be on-site once a month starting the end of April '15 to help promote employee health and wellness

## How Are We Doing?

03.01.15-02.11.17 Rolling 52wk Avg Goal	03.01.15-02.11.17 Rolling 52wk Avg		02.14.16-02.11.17 Goal	02.14.16-02.11.17 Actual	
<b>11</b>	<b>19</b>		<b>11</b>	<b>20</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



## No Pareto Available

