

# High Sick Leave Consumption Metro Parks



KPI Owner: Nancy Ray

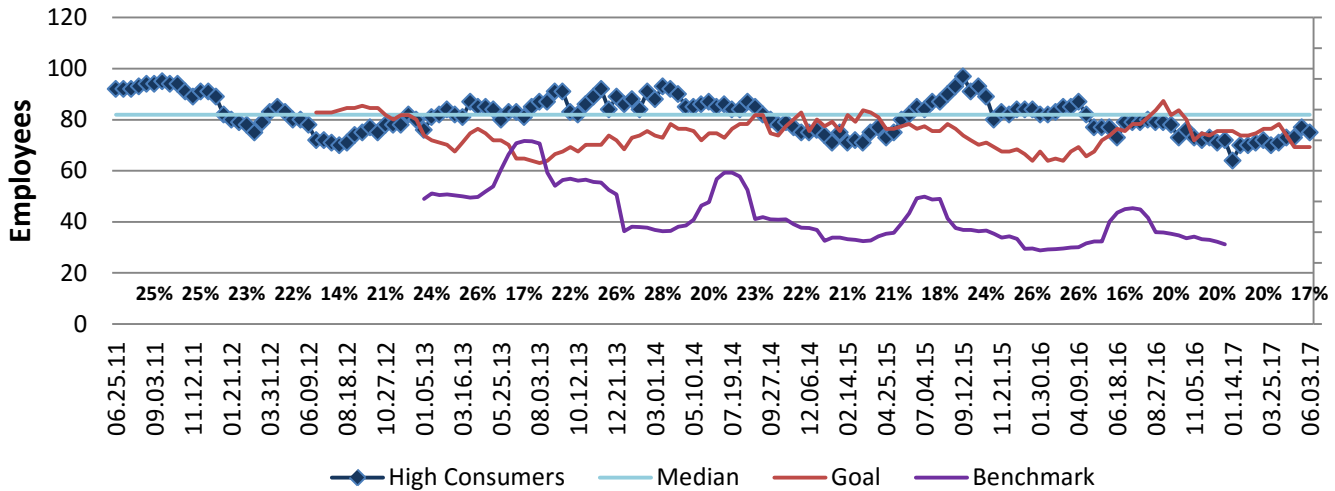
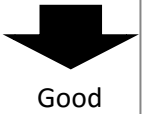
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY15 Avg.= 83 Employees Goal: Reduce the high number of employees by 10% of same month in previous year  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: Continue to monitor and diagnose

## How Are We Doing?

06.21.15-06.03.17 Rolling 52wk Avg Goal	06.21.15-06.03.17 Rolling 52wk Avg		06.05.16-06.03.17 Goal	06.05.16-06.03.17 Actual	
<b>77</b>	<b>74</b>		<b>69</b>	<b>75</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



## 06.05.16-06.03.17 Pareto Analysis

