

Hours Not Worked Youth Detention Services



KPI Owner: Assistant Director

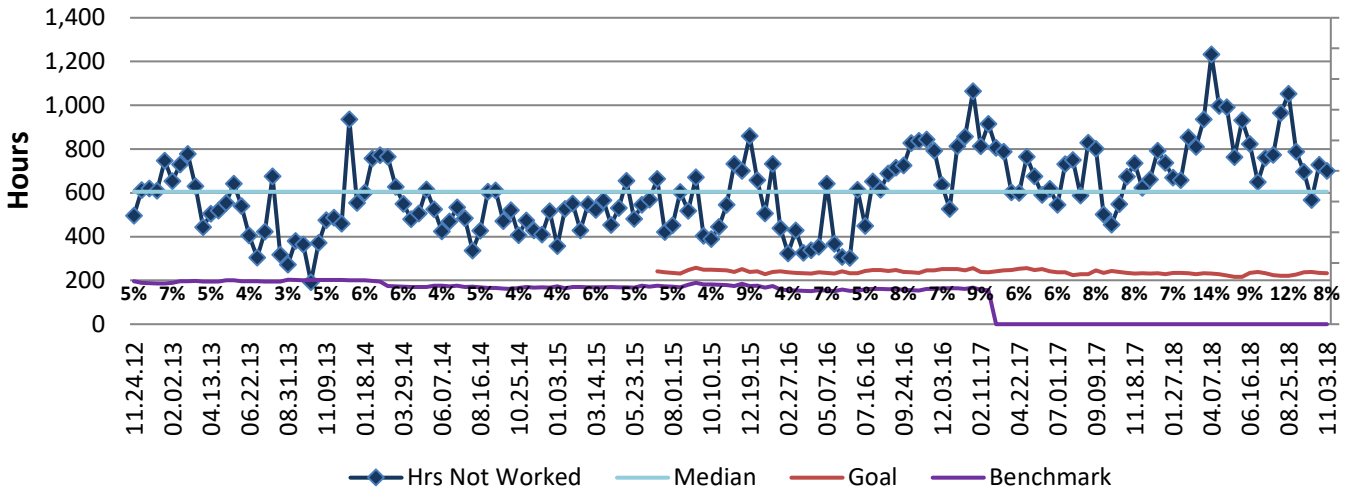
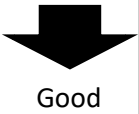
Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 731.87 Hours Goal: Reduce number of hours not worked by 20% of previous years average Benchmark: Local Government Rate of 1.7%	Data Source: Payable Time PeopleSoft Goal Source: Scope Summary Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step 3: Determine and quantify root causes Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours Why Measure: Better understand culture impact on employee attendance Next Improvement Step: Targeting and putting action towards YDS' wellness goal with a focus on the wellness of YDS employees

How Are We Doing?

11.05.17-11.03.18 12 Month Goal	11.05.17-11.03.18 12 Month Actual		10.21.18-11.03.18 Goal	10.21.18-11.03.18 Actual	
5,980	20,903	⬇	233	700	⬇
Hours	Hours		Hours	Hours	

Hours Not Worked



11.05.17-11.03.18 Pareto Analysis

