

High Sick Leave Consumption Youth Detention Services



KPI Owner: AD's and EA

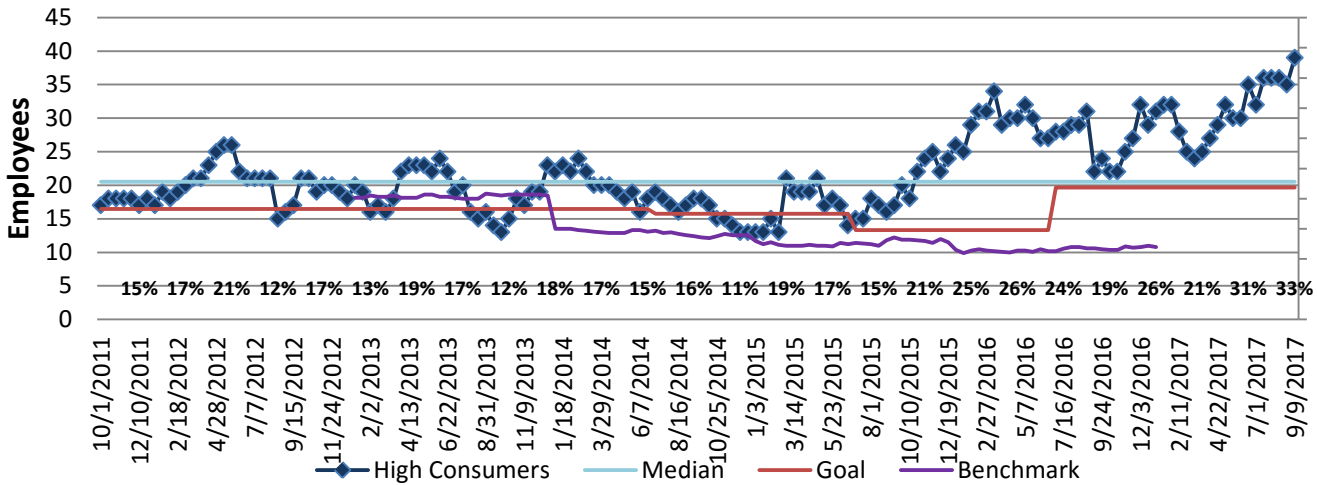
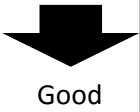
Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY16 295 Goal: Reduce sick leave by 20% of previous years average 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 4: Generate and prioritize potential 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: Develop universal call out log and validate the proper use of certain leave codes such as AWL vs ABU.

How Are We Doing?

09.27.15-09.09.17 Rolling 52wk Avg Goal	09.27.15-09.09.17 Rolling 52wk Avg		09.11.16-09.09.17 Goal	09.11.16-09.09.17 Actual	
20	30		20	39	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



Need to perform root cause analysis.