

High Sick Leave Consumption Zoo



KPI Owner: Cathy Bowling

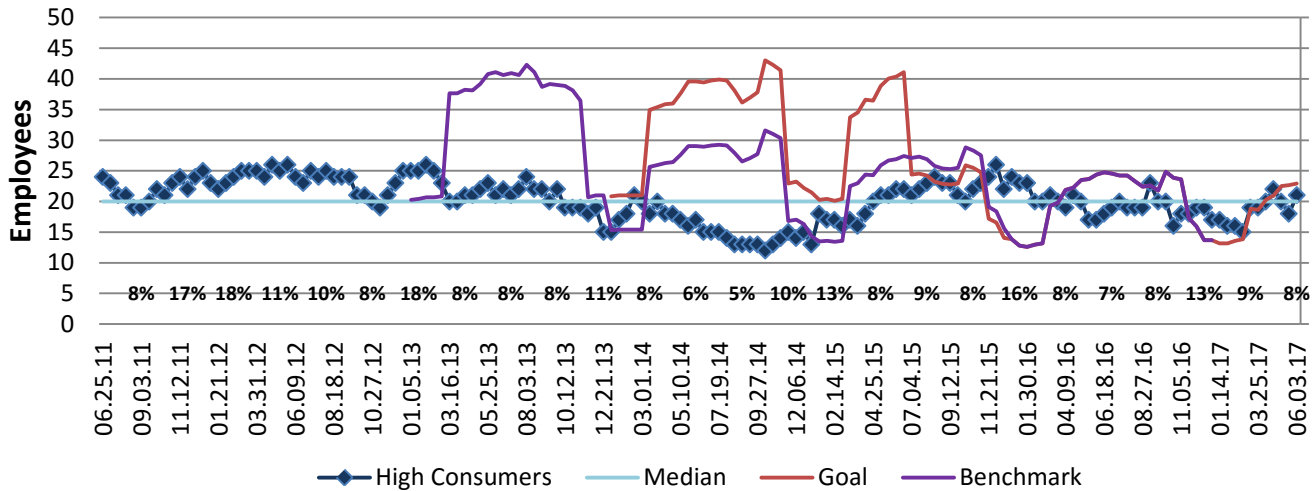
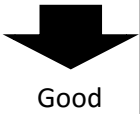
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 13, 21.5 Monthly Average Goal: <=9% of all employees w/ High Sick Leave Consumption 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	
20	19		23	21	
Employees	Employees		Employees	Employees	

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Root cause analysis is not necessary because there is no gap between the goal and current performance.