

High Sick Leave Consumption Firefighters Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 13: 79 employees on avg. Goal: Compared to CY13's average of 79 employees, starting FY15, reduce the number of firefighters with high sick leave consumption to 46 employees by June 30, 2015. This number represents 11% of the 56 hour employees. Benchmark: 11% LMG Top Quartile Oct2014	Data Source: Payable Time Peoplesoft Goal Source: Enterprise KPI for productivity Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: # of 56 hr employees who have used more than 96 hours (4 fire days) of sick leave in a 12 month rolling period; rate calculated by dividing by total 56hr employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: LFD is drafting and will implement a new sick leave policy. Determine a consistent method for measuring sick occurrences.

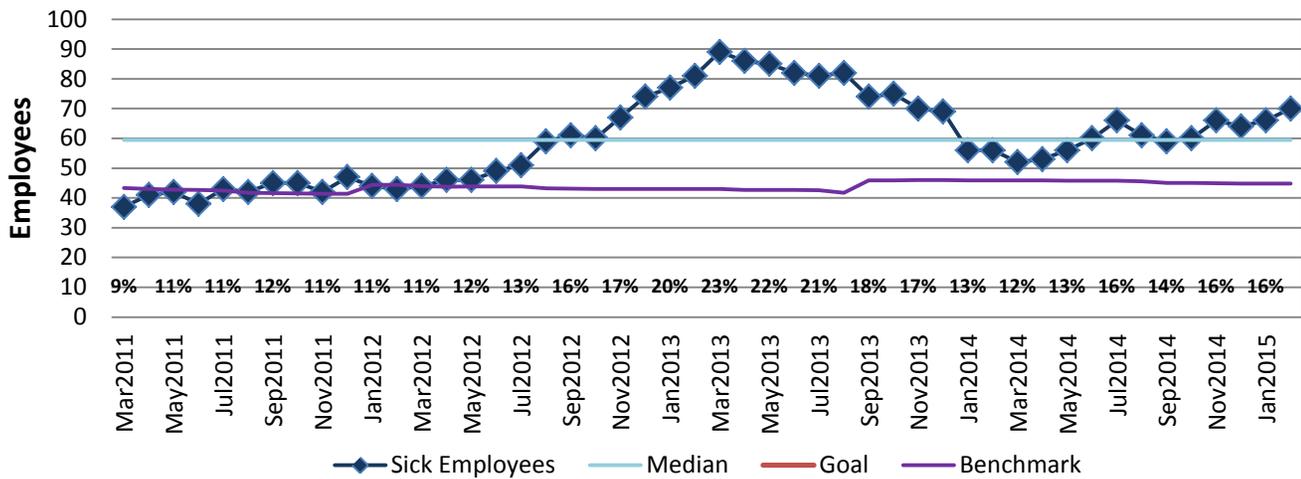
How Are We Doing?

Feb2014-Feb2015 12 Month Avg Goal	Feb2014-Feb2015 12 Month Average		Feb2015 Goal	Feb2015 Actual	
46	61		46	70	
Employees	Employees		Employees	Employees	

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Good



Mar2014-Feb2015 Pareto Analysis

