

# High Sick Leave Consumption Parking Authority of River City (PARC)



KPI Owner: Gerald Howell

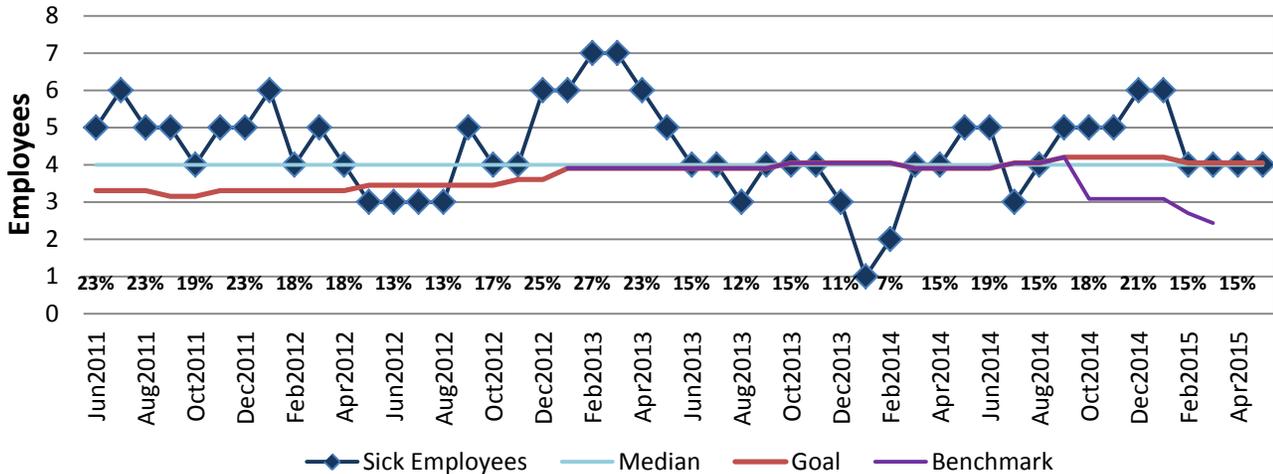
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Avg 4 employees/15% last 2 yrs. Goal: Reduce the number of employees with high sick leave consumption to less than 15%.  Benchmark: 9% LMG Top Quartile Mar2015	Data Source: PeopleSoft LouieStat Report  Goal Source: PARC Scope Summary  Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 8: Monitor and diagnose  Measurement Method: # of employees who used 9 or more out of 12 sick days <sup>1</sup> 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: Educating and coaching employees on healthy measures: taking advantage of the Health & Wellness center.

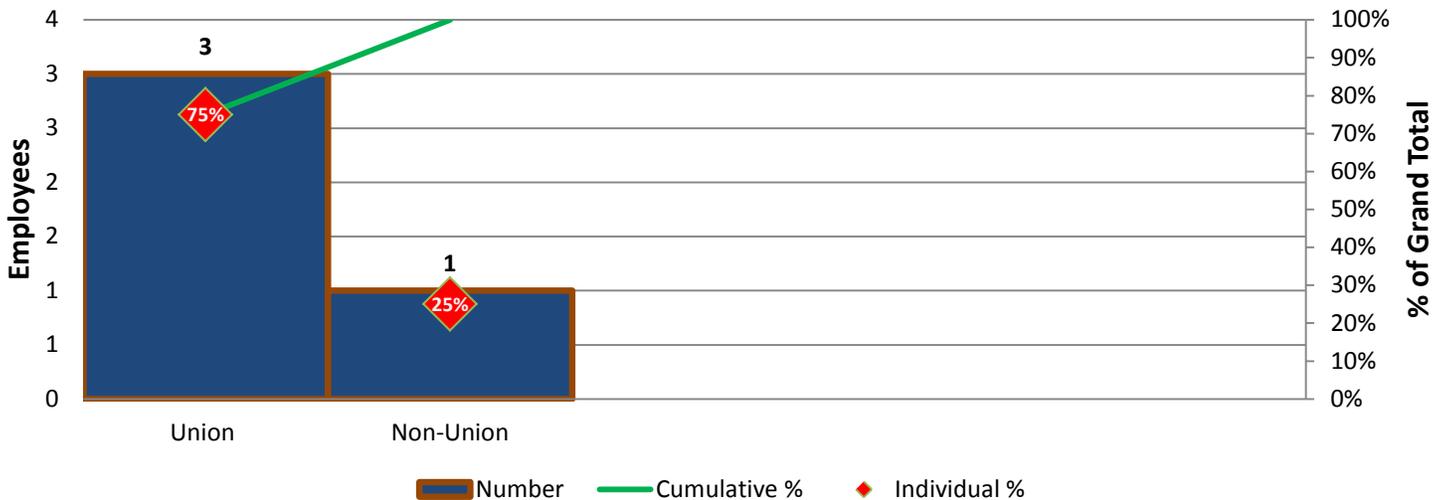
### How Are We Doing?

Jun2014-May2015 12 Month Avg Goal	Jun2014-May2015 12 Month Average		May2015 Goal	May2015 Actual	
<b>4</b>	<b>5</b>		<b>4</b>	<b>4</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



## Jun2014-May2015 Pareto Analysis



<sup>1</sup>A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract