

High Sick Leave Consumption - Civilian Louisville Metro Police Department



KPI Owner: Cheryl Triplett

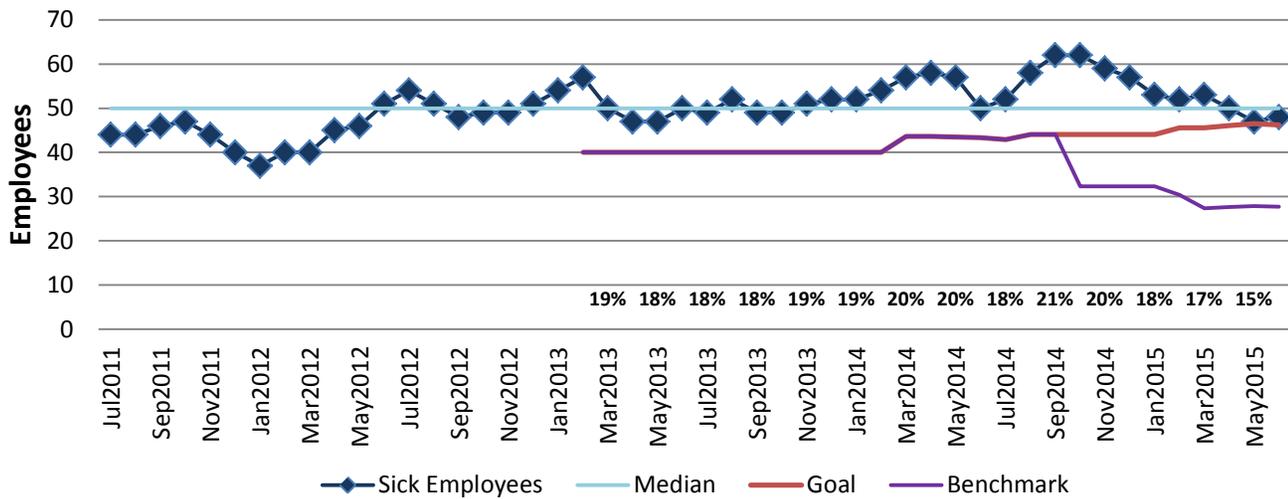
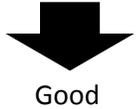
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY12, 43 employees Goal: 15% of Total Opportunities Benchmark: 9% LMG Top Quartile Oct2015	Data Source: Payable Time PeopleSoft Goal Source: Scope Summary Benchmark Source: OPI sick leave study	Select Plan-Do-Check-Act Step Measurement Method: # of employees who used 9 or more out of 12 sick ¹ 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: TBD

How Are We Doing?

Jul2014-Jun2015 12 Month Avg Goal	Jul2014-Jun2015 12 Month Average		Jun2015 Goal	Jun2015 Actual	
45	54		46	48	
Employees	Employees		Employees	Employees	

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The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.