

# High Sick Leave Consumption- Sworn Louisville Metro Police Department



KPI Owner: Cheryl Triplett

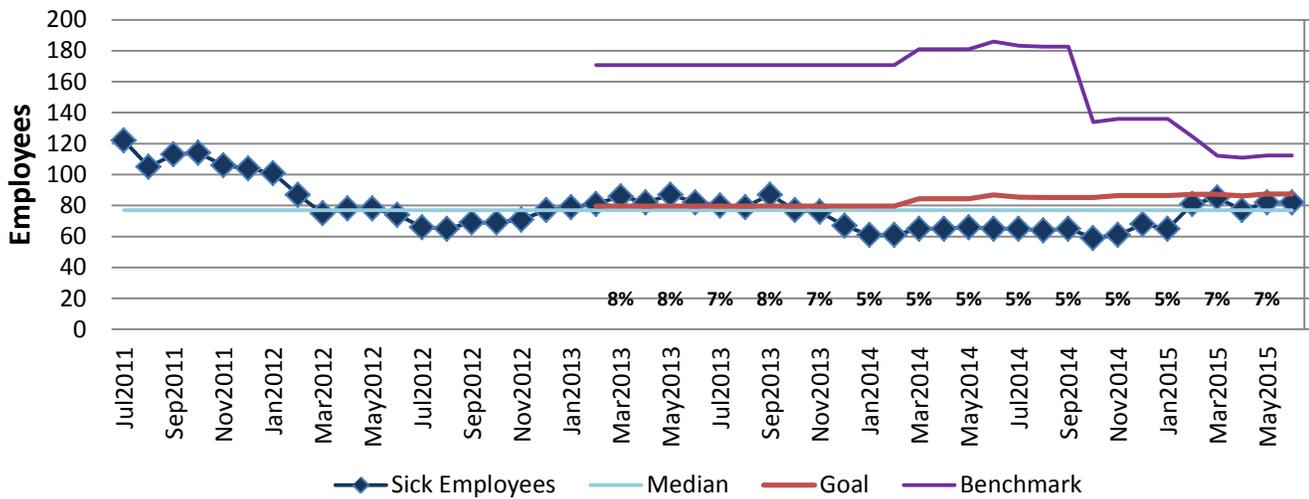
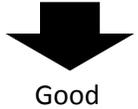
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY12, 76 employees Goal: 7% 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 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	
<b>86</b>	<b>71</b>		<b>87</b>	<b>82</b>	
<b>Employees</b>	<b>Employees</b>		<b>Employees</b>	<b>Employees</b>	

## High Sick Leave Consumption- Sworn



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

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