

# High Sick Leave Consumption - Civilian Louisville Metro Police Department



KPI Owner: Cheryl Triplett

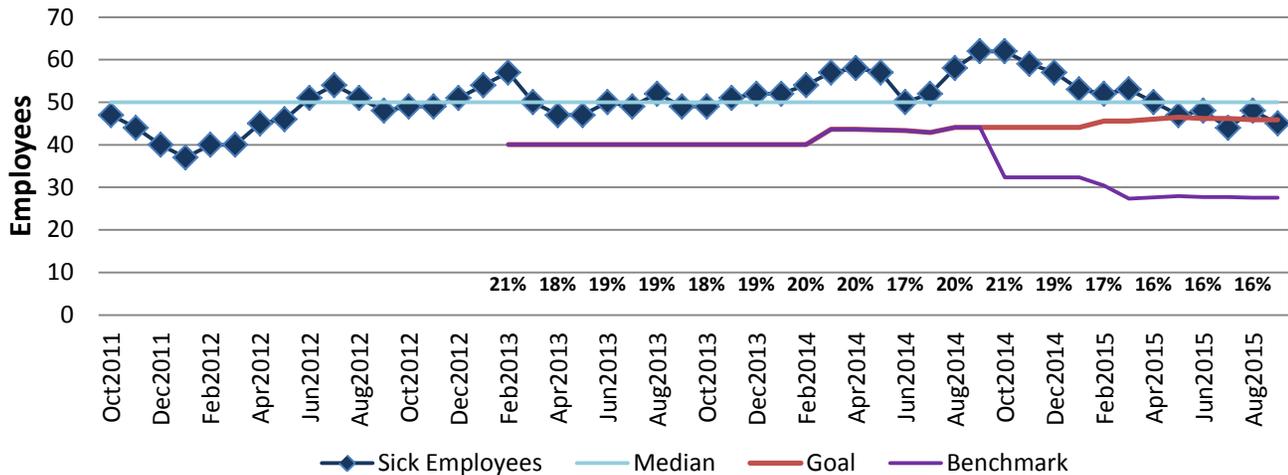
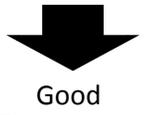
Process: Sick Leave Management

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	Plan-Do-Check-Act Step 8: Monitor and diagnose  Measurement Method: # of civilian employees who used 9 or more sick days in a 12 month period  Why Measure: Promote a culture in which sick time is used appropriately  Next Improvement Step: Continue to monitor and diagnose

### How Are We Doing?

Oct2014-Sep2015 12 Month Avg Goal	Oct2014-Sep2015 12 Month Average		Sep2015 Goal	Sep2015 Actual	
45	52		46	45	
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.**