

Hours Not Worked Codes & Regulations



KPI Owner: Debbie Howell

Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 7% Monthly Average in CY 2012 Goal: Reduce hours not worked to 4% of the total hours earned in a month Benchmark: Local Government rate of 2%	Data Source: Payable Time PeopleSoft Goal Source: Department Leadership Team Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours Why Measure: Better understand culture impact on employee attendance Next Improvement Step: Continue to council high sick leave consumers.

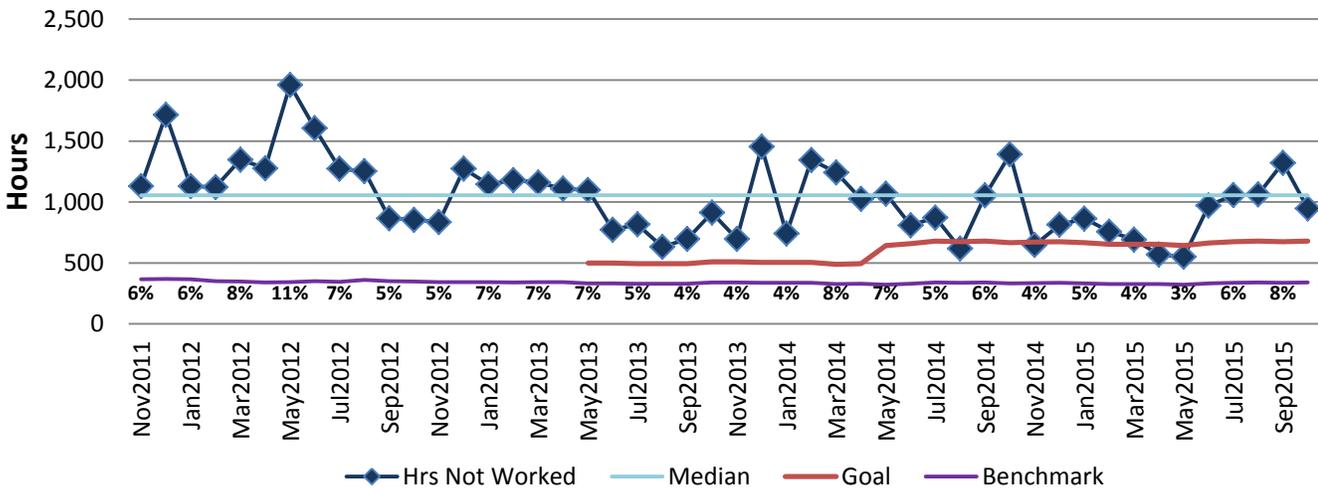
How Are We Doing?

Nov2014-Oct2015 12 Month Goal	Nov2014-Oct2015 12 Month Actual		Oct2015 Goal	Oct2015 Actual	
7,976	10,243		679	948	
Hours	Hours		Hours	Hours	

Hours Not Worked



Good



Nov2014-Oct2015 Pareto Analysis

