

High Sick Leave Consumption Louisville Free Public Library



KPI Owner: Carrick Arehart

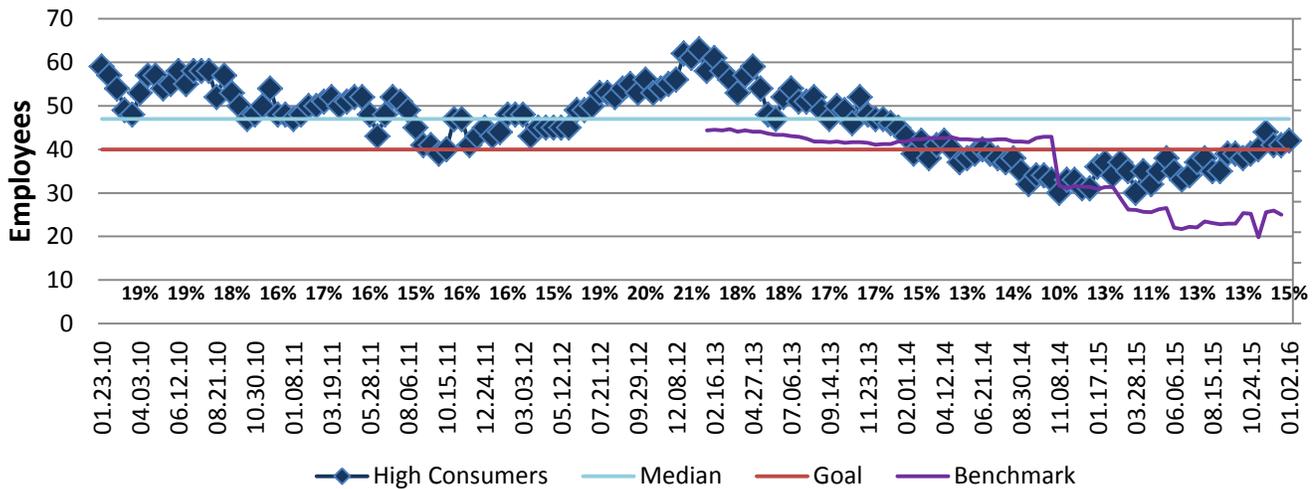
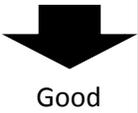
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY 2010-2012 Avg = 43 (18.9%) Goal: Reduce high sick leave consumption to 40 employees by June 30, 2016. Benchmark: 8.72% LMG Top Quartile 12/19/15	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 8: Monitor and diagnose 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: Continue monitoring new leave policy.

How Are We Doing?

01.04.15-01.02.16 12 Month Avg Goal	01.04.15-01.02.16 12 Month Avg		12.20.15-01.02.16 Goal	12.20.15-01.02.16 Actual	
40	37		40	42	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



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