

High Sick Leave Consumption Public Health & Wellness



KPI Owner: Tammy Anderson

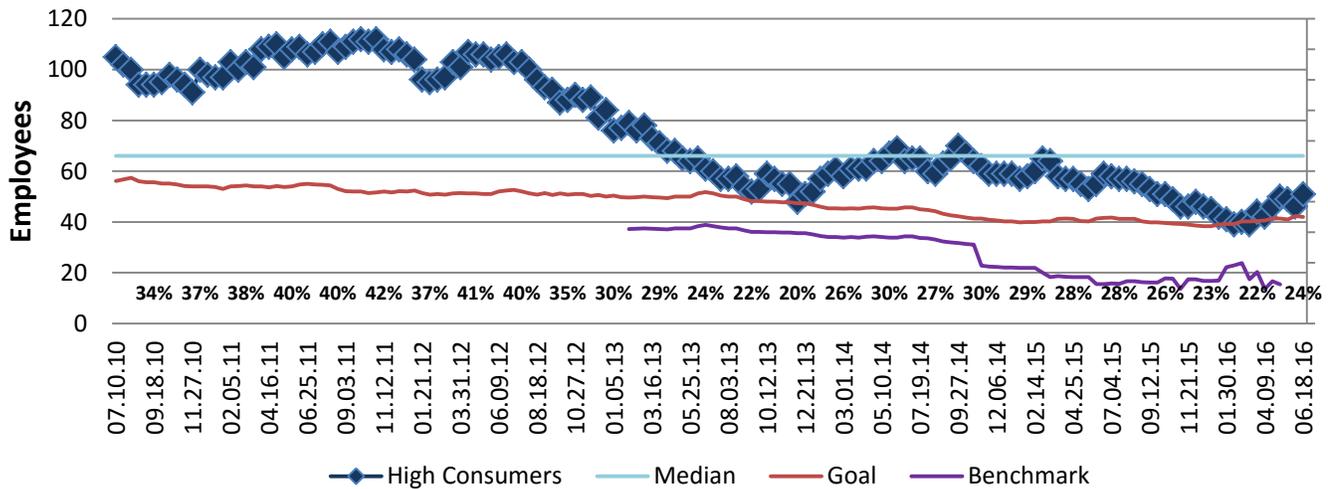
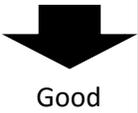
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
<p>Baseline: FY12 - 45% (115) of total employees</p> <p>Goal: Reduce the number of employees with high sick leave consumption to no more than 20% of the total number of Public Health and Wellness employees by June 30, 2015.</p> <p>Benchmark: 8.72% LMG Top Quartile 12/19/15</p>	<p>Data Source: Payable Time Peoplesoft</p> <p>Goal Source: Scope Summary</p> <p>Benchmark Source: Enterprise KPI Report</p>	<p>Plan-Do-Check-Act Step 8: Monitor and diagnose</p> <p>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</p> <p>Why Measure: Promote a culture in which sick time is used appropriately</p> <p>Next Improvement Step: Collect data on explanatory factors associated with sick leave usage</p>

How Are We Doing?

07.06.14-06.18.16 Rolling 52wk Avg Goal	07.06.14-06.18.16 Rolling 52wk Avg		06.21.15-06.18.16 Goal	06.21.15-06.18.16 Actual	
40	48		42	51	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



06.21.15-06.18.16 Pareto Analysis

