

High Sick Leave Consumption Metro Parks



KPI Owner: Nancy Ray

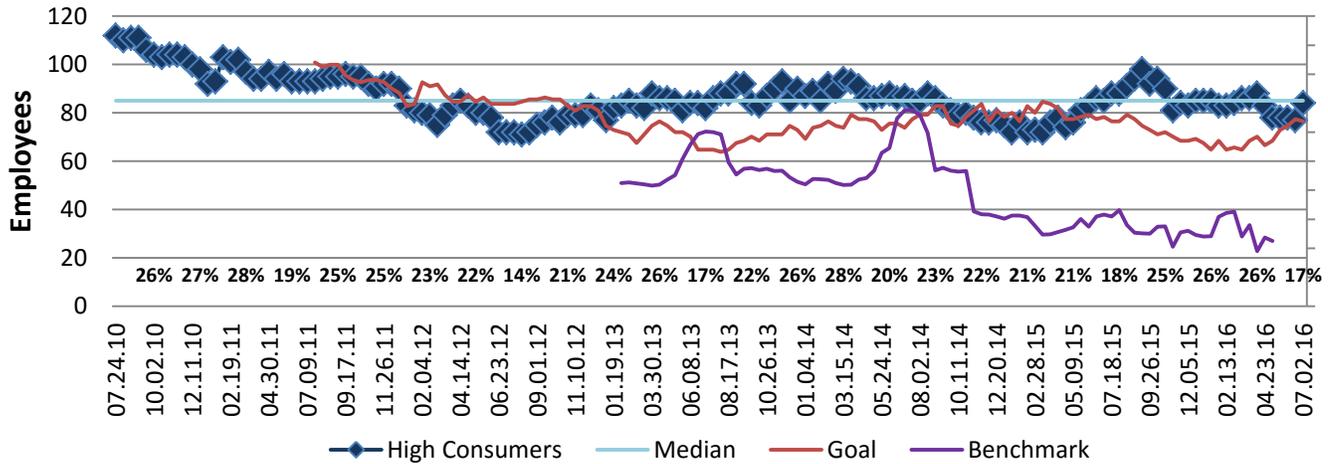
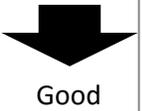
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY15 Avg.= 83 Employees Goal: Reduce the high number of employees by 10% of same month in previous year Benchmark: 6.74% LMG Top Quartile 04/09/16	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 4: Generate and prioritize potential solutions 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: Determine which root cause driver to address

How Are We Doing?

07.20.14-07.02.16 Rolling 52wk Avg Goal	07.20.14-07.02.16 Rolling 52wk Avg		07.05.15-07.02.16 Goal	07.05.15-07.02.16 Actual	
71	86		77	84	
Employees	Employees		Employees	Employees	

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Ratio of Incidents to Available Dates HSLCs: May2015-Apr2016

