

High Sick Leave Consumption Firefighters Louisville Fire Department



KPI Owner: LTC. Col. Adkisson

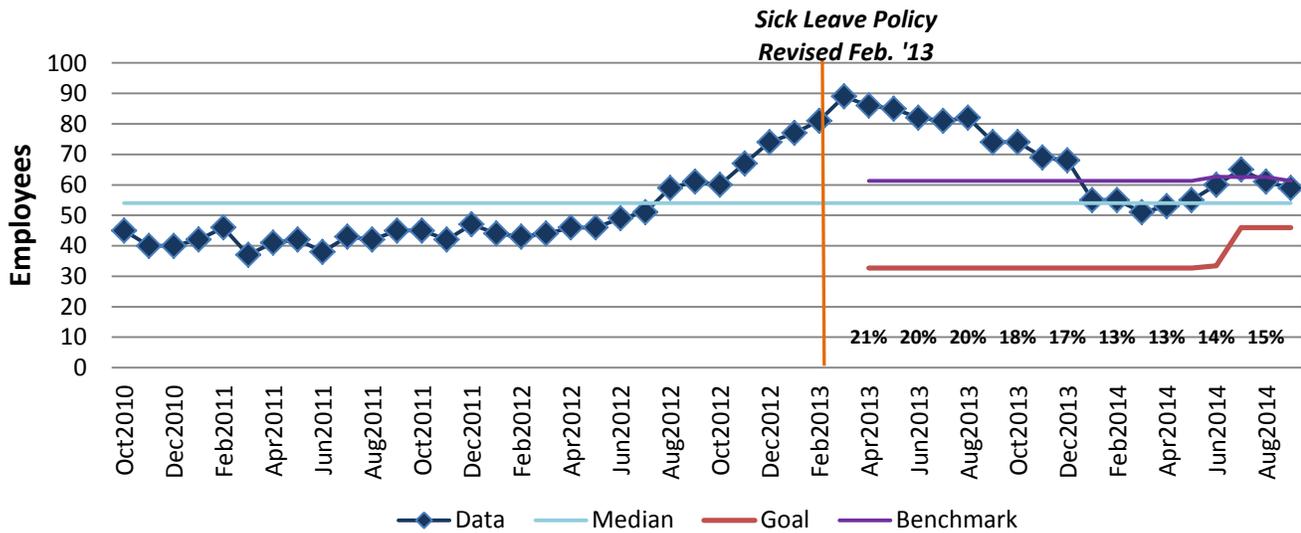
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 13: 79 employees on avg. Goal: Compared to CY13's average of 79 employees, starting FY15, reduce the number of firefighters with high sick leave consumption to 46 employees by June 30, 2015. This number represents 11% of the 56 hour employees. Benchmark: 15%	Data Source: Psoft Payable Time Goal Source: OPI Benchmark Benchmark Source: OPI Internal Study	Plan-Do-Check-Act Step #5 Pilot Short & Long Term Solutions Measurement Method: The number of 56 hour employees who have used more than 96 hours (4 fire days) of sick leave in a 12 month rolling period Why Measure: Promote a culture where sick time is used appropriately Next Improvement Step: LFD is drafting and will implement a new sick leave policy. Determine a consistent method for measuring sick occurrences.

How Are We Doing?

Oct2013-Sep2014 12 Month Goal	Oct2013-Sep2014 12 Month Actual		Sep2014 Goal	Sep2014 Actual	
46	60		46	59	
Employees	Employees		Employees	Employees	

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Oct2013-Sep2014 Pareto Analysis

