

# Compensatory Time Human Resources



KPI Owner: Sherri Toohey-Taylor

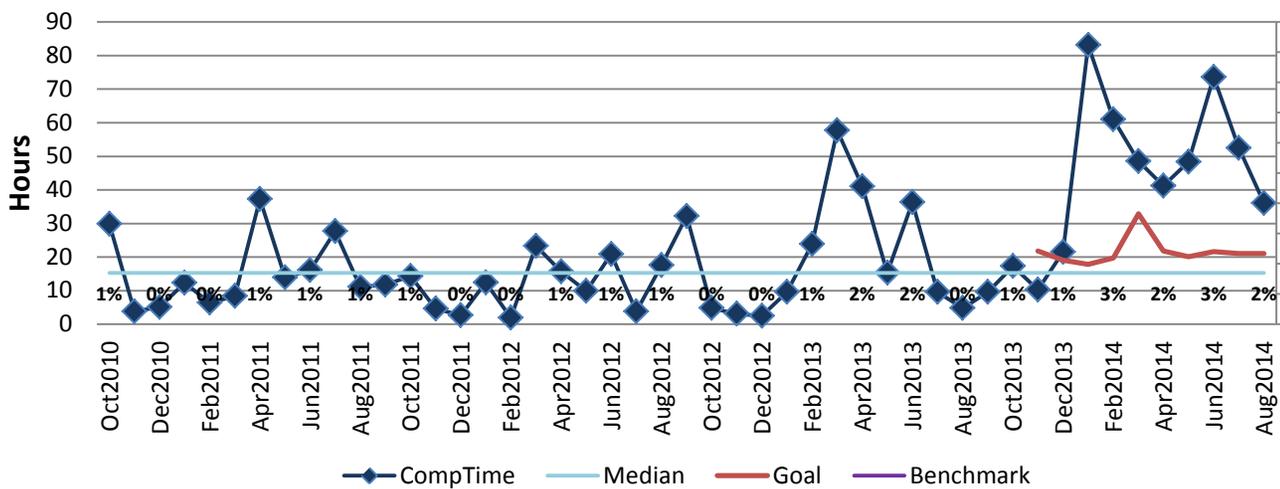
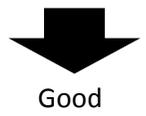
Process: Time and & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY13 average rate 0.62% Goal: Compared to FY13, maintain <=1% of compensatory time used.  Benchmark: None	Data Source: Comp time PeopleSoft  Goal Source: FY13 average  Benchmark Source: N/A	Plan-Do-Check-Act Step 3: Determine and quantify root causes Measurement Method: Sum of compensatory hours earned in a month.  Why Measure: To better understand culture impact on employee usage of compensatory time for future comparison with overtime data Next Improvement Step: Comparison of OT v Comp time to gain a knowledge of departmental usage and tracking

### How Are We Doing?

Sep2013-Aug2014 12 Month Goal	Sep2013-Aug2014 12 Month Actual		Aug2014 Goal	Aug2014 Actual	
<b>217</b>	<b>503</b>	⬇	<b>21</b>	<b>36</b>	⬆
Hours	Hours		Hours	Hours	

## Compensatory Time



**The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.**