

High Sick Leave Consumption Youth Detention Services



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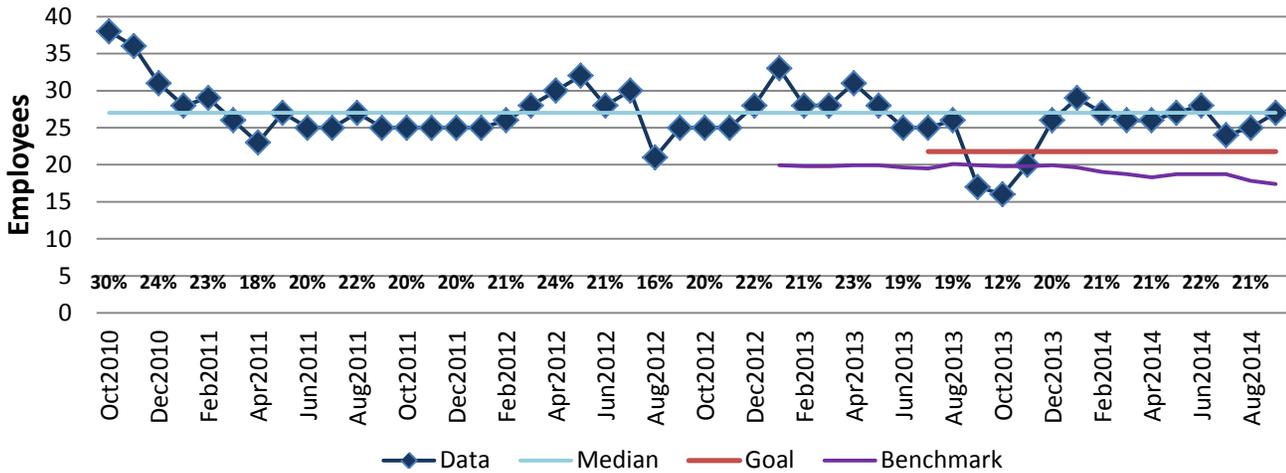
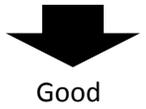
Process: Sick Leave Management

| Baseline, Goal, & Benchmark | Source Summary | Continuous Improvement Summary |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Baseline: Average 27 employees in FY13 Goal: Reduce the number of employees w/ High Sick Leave Consumption by 20% of FY13 average by end of FY14 Benchmark: 15% of total employees | Data Source: Psoft Payable Time Goal Source: Dept. Strategic Plan Benchmark Source: OPI Internal Benchmark | Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period Why Measure: Promote a culture where sick time is used appropriately Next Improvement Step: Conduct a root causes analysis on high sick list and follow up with Metro Union rep for sick policy language |

How Are We Doing?

| Oct2013-Sep2014 12 Month Goal | Oct2013-Sep2014 12 Month Actual | | Sep2014 Goal | Sep2014 Actual | |
|----------------------------------|------------------------------------|---|--------------|----------------|---|
| 22 | 25 | ⬇ | 22 | 27 | ⬇ |
| Employees | Employees | | Employees | Employees | |

High Sick Leave Consumption



Oct2013-Sep2014 Pareto Analysis

