

# High Sick Leave Consumption Youth Detention Services



KPI Owner: Cassandra Richardson

Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Average 25.75 employees in FY14 Goal: Reduce the number of employees w/ High Sick Leave Consumption by 20% of FY14 average by end of FY14 Benchmark: 15% of total employees	Data Source: Payable Time Peoplesoft Goal Source: Enterprise KPI for productivity Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: # of employees who used 9 or more out of 12 sick days <sup>1</sup> 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: Implement new incentive program and monitor to see if the program has an affect on attendance and reduction of sick.

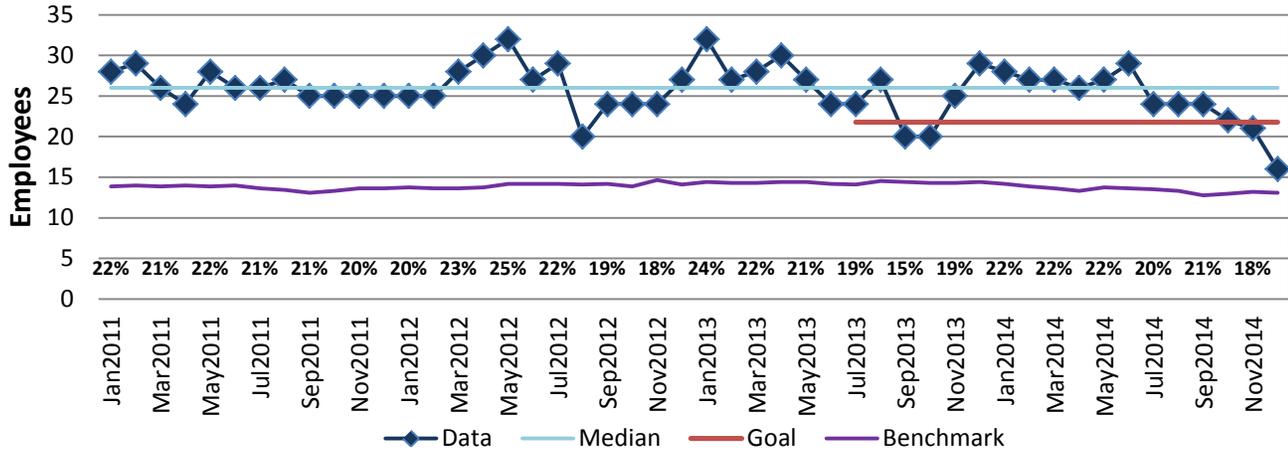
## How Are We Doing?

Dec2013-Dec2014 12 Month Avg Goal	Dec2013-Dec2014 12 Month Average		Dec2014 Goal	Dec2014 Actual	
22	25		22	16	
Employees	Employees		Employees	Employees	

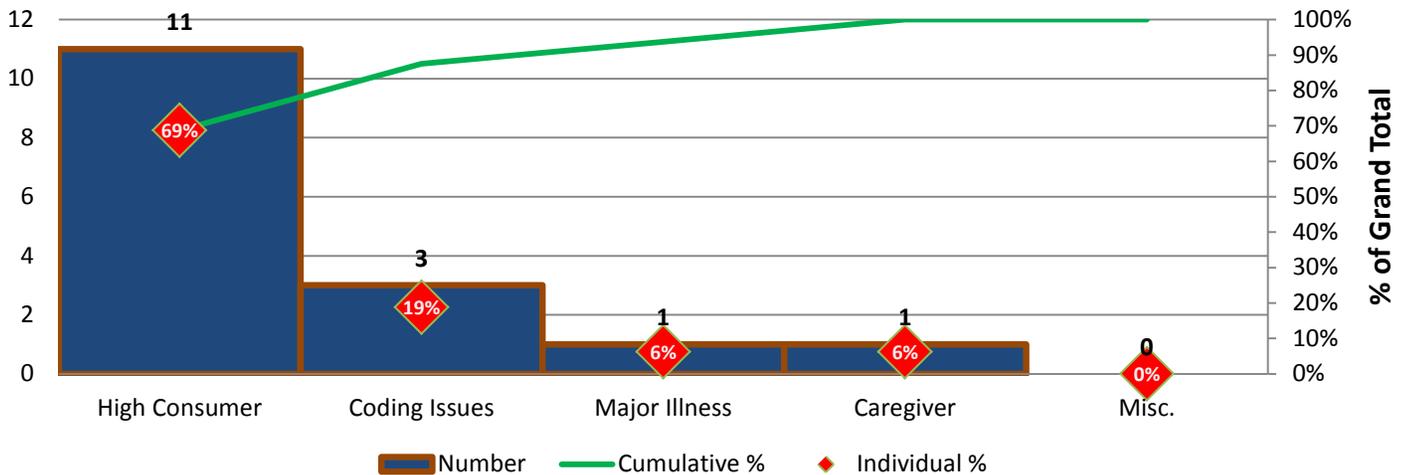
## High Sick Leave Consumption



Good



## Jan2014-Dec2014 Pareto Analysis



Report Generated: 01/27/2015

Data Expires: 01/29/2015

<sup>1</sup>A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract