

# High Sick Leave Consumption 40 Hr Employees Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY12; 2.25 avg. employees per month Goal: No more than 5% of 40 hour employees with high sick leave consumption  Benchmark: 11% LMG Top Quartile Oct2014	Data Source: Payable Time Peoplesoft  Goal Source: Enterprise KPI for productivity  Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 8: Monitor and diagnose  Measurement Method: # of employees who used 9 or more out of 12 sick <sup>1</sup> 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: TBD

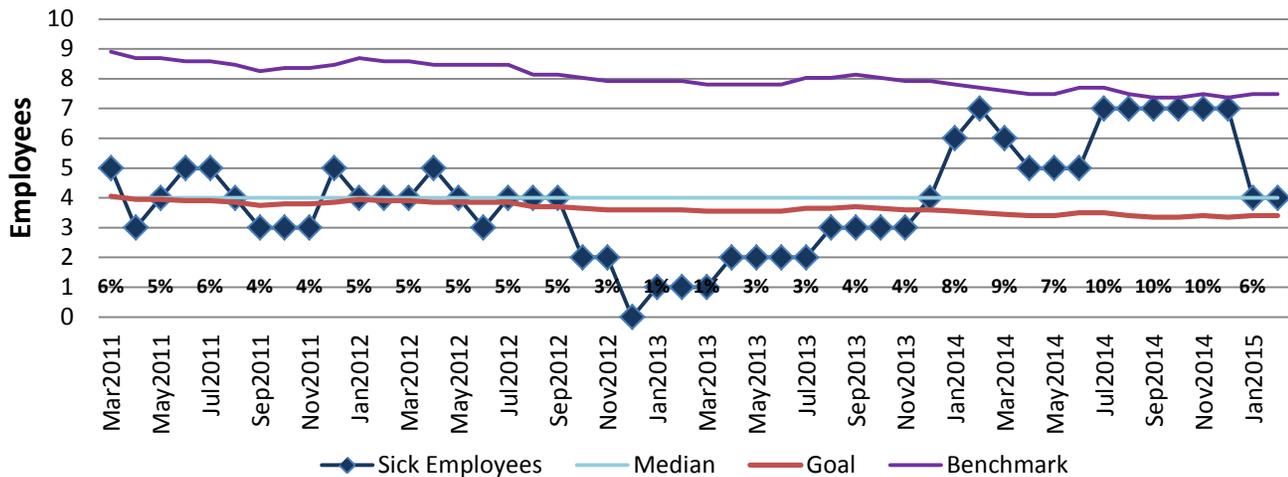
### How Are We Doing?

Feb2014-Feb2015 12 Month Avg Goal	Feb2014-Feb2015 12 Month Average		Feb2015 Goal	Feb2015 Actual	
<b>3</b>	<b>6</b>		<b>3</b>	<b>4</b>	
Employees	Employees		Employees	Employees	

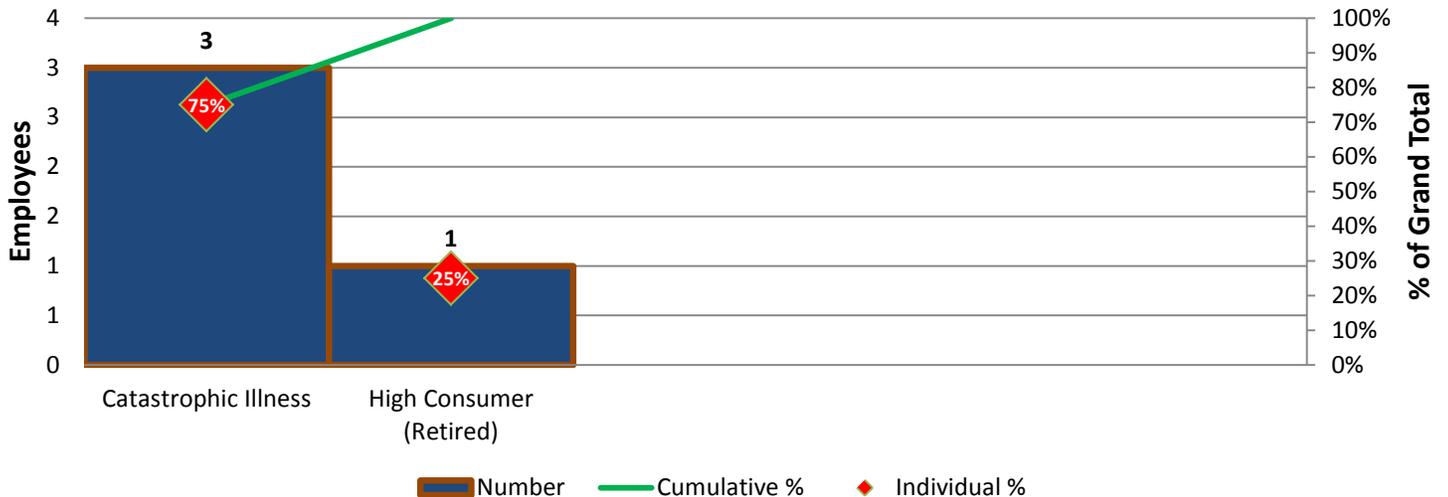
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Good



## Mar2014-Feb2015 Pareto Analysis



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