

# High Sick Leave Consumption Office of Management & Budget



KPI Owner: Daniel Frockt

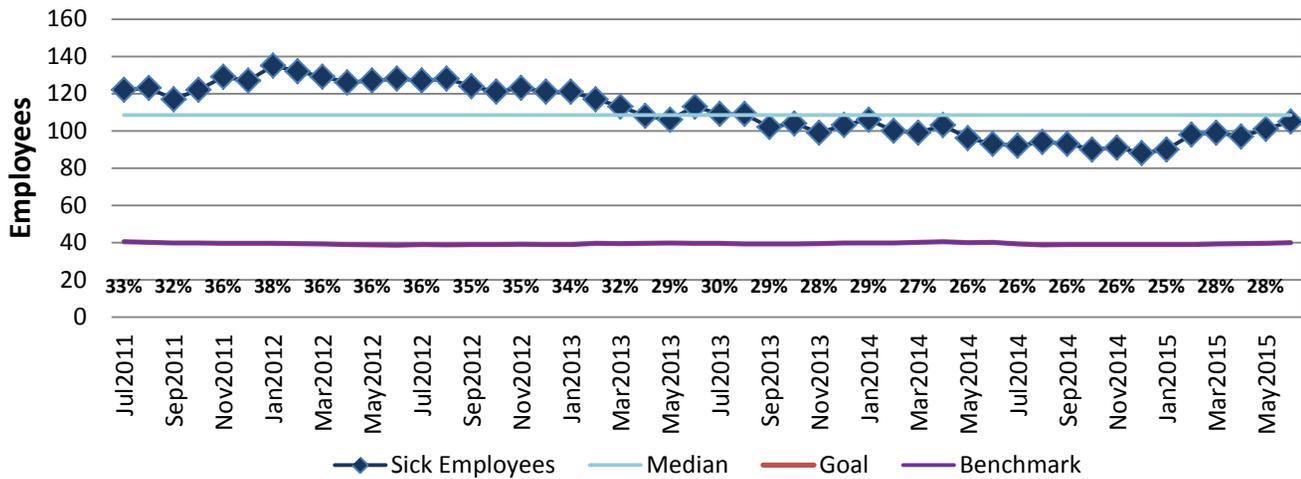
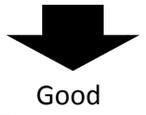
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY15 (July2014: 91 employees) Goal: 11% of total opportunities  Benchmark: 11% LMG Top Quartile Oct2014	Data Source: Payable Time Peoplesoft  Goal Source: Scope Summary  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: Continue to monitor and diagnose

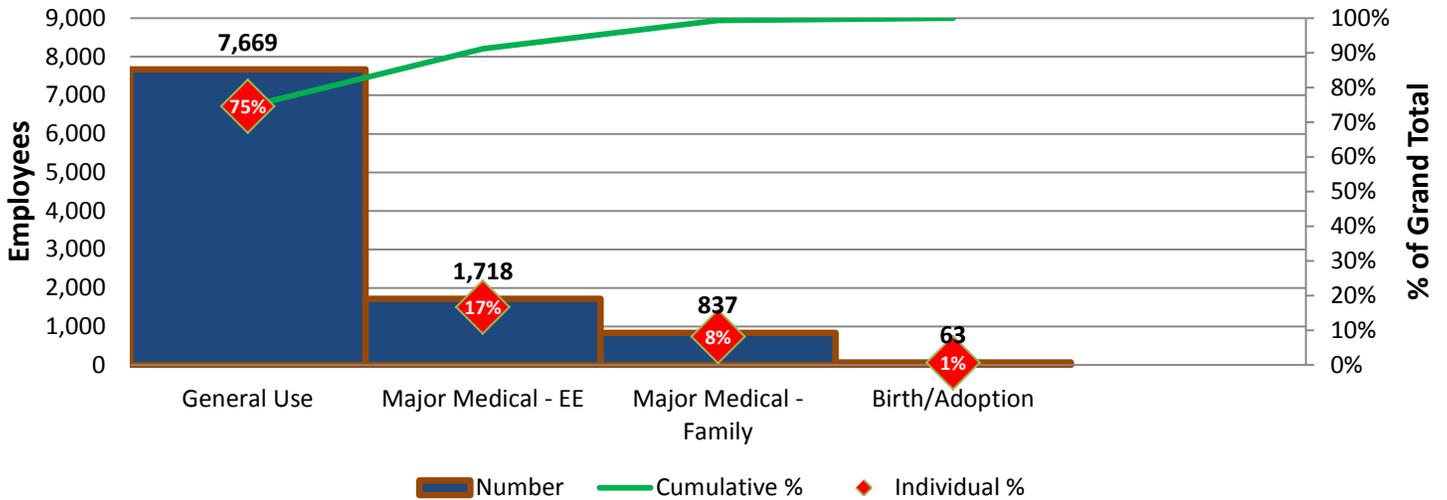
## How Are We Doing?

Jul2014-Jun2015 12 Month Avg Goal	Jul2014-Jun2015 12 Month Average		Jun2015 Goal	Jun2015 Actual	
<b>39</b>	<b>95</b>		<b>40</b>	<b>105</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



## Jul2014-Jun2015 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