

High Sick Leave Consumption Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

Process: Sick Leave Management

| Baseline, Goal, & Benchmark | Source Summary | Continuous Improvement Summary |
|---|--|--|
| Baseline: CY14; 8 avg. employees per month Goal: No more than 5% of 40 hour employees with high sick leave consumption Benchmark: 9% LMG Top Quartile Oct2015 | 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 ¹ 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 |

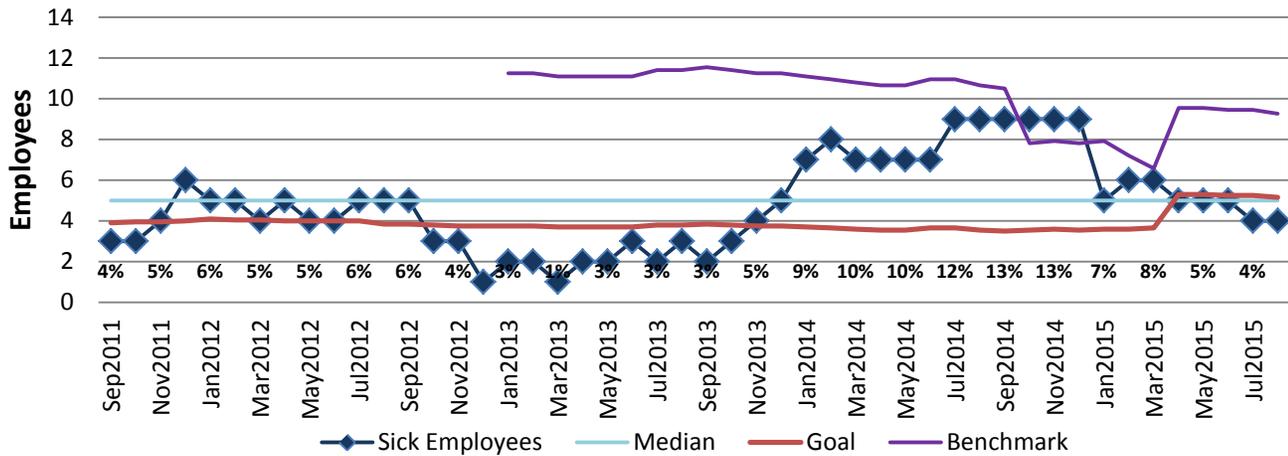
How Are We Doing?

| Sep2014-Aug2015 12 Month Avg Goal | Sep2014-Aug2015 12 Month Average | | Aug2015 Goal | Aug2015 Actual | |
|-----------------------------------|----------------------------------|--|--------------|----------------|--|
| 4 | 6 | | 5 | 4 | |
| Employees | Employees | | Employees | Employees | |

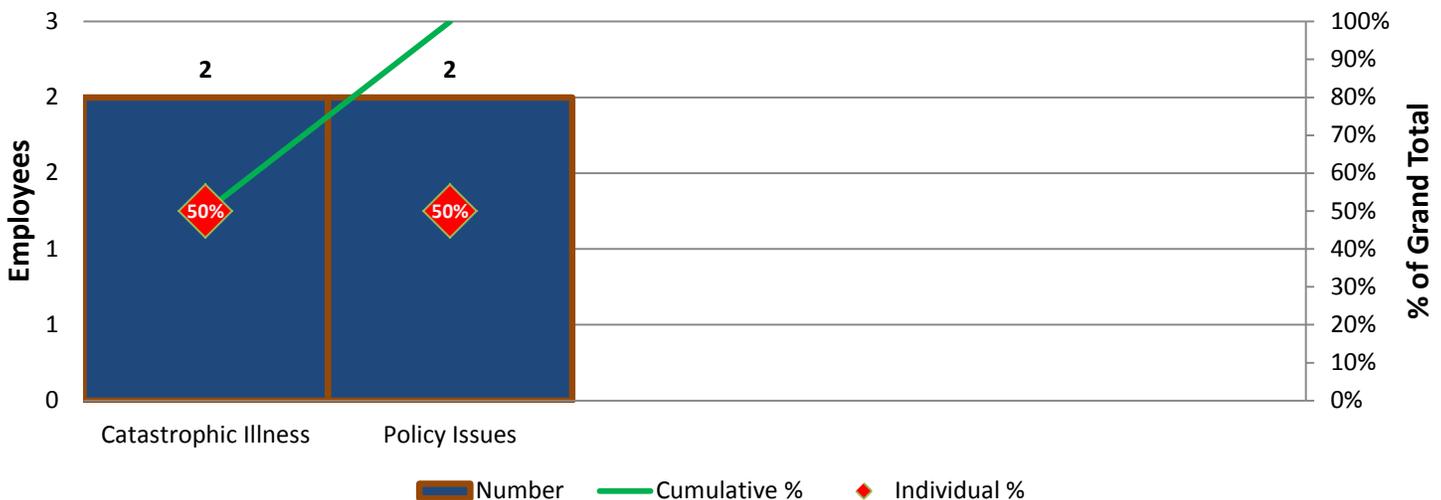
High Sick Leave Consumption



Good



Sep2014-Aug2015 Pareto Analysis



Report Generated: 09/11/2015

Data Expires: 09/15/2015

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